



We Are **IM**, irwinmitchell



Whether you're applying for a role here or joining us shortly, find out more about who we are, what we offer and why we're a great place to work.





Our clients are everything to us, but we can't achieve anything without our colleagues.

We are Irwin Mitchell, legal and financial experts that care. We put our clients before anything else. It's what we've done every single day since 1912, and it's the one thing that'll never change.

We deliver results when it really matters, through hard work, teamwork and accountability. Whether in one of our offices across the UK, or at home, our hybrid approach to working is built around providing exceptional client care.

Our commitment to being responsible goes further than the law. We're diverse and inclusive, and we need multi-generational people, from different backgrounds, at different stages of their career.

This is an exciting time to become a part of our journey. You'll become a valued member of our team and your unique skills and perspectives will play a vital role in our success. Together, we can deliver outstanding results and further enhance our already strong reputation.

Having supported over one million clients, and with over 3,000 colleagues, you could be part of a business with a bright and ambitious future.

**Craig Marshall**  
Group Chief Executive

# Providing Lifetime Client Value

As one of the largest full-service law firms in the UK, we are market leaders. Whether it's settling a case before trial, or succeeding at the Supreme Court, we deliver for our clients when they really need us.

We're the leading personal injury and medical negligence practice in the UK, whereby we help thousands of families whose lives have been turned upside down. Supported by a national Public Law team and the UK's leading Court of Protection practice, we offer help and reassurance during the hardest of times.

Our private client offering specialises in residential property, family, Wills, tax, as well as trusts and estate disputes. We protect high and ultra-high net worth individuals, including business owners and entrepreneurs, corporate executives, investors, and multi-generational families.

This is supported by a full suite of business services for corporate clients and institutions such as litigation, corporate, commercial, international property and employment law. We offer tailored guidance to businesses when it comes to navigating environmental, social and governance, and are part of First Law International - a global network of more than 80 law firms.

This is all bolstered by IM Asset Management, a fast-growing financial planning and wealth management service with more than £1.2bn assets under management, and Ascent, our debt recovery subsidiary company that works with major financial institutions and organisations.



\* Irwin Mitchell has invested in Scotland-based law firm Wright, Johnston & Mackenzie. Wright, Johnston & MacKenzie will remain a legal entity in Scotland, continuing to operate under that name for the immediate future.

~ Acquired by Irwin Mitchell

+ Acquired by IM Asset Management Limited

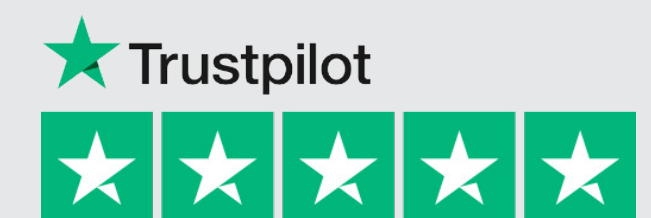
# Our Focus



Ranked in the top 25 in the Legal 500, with 27 teams receiving top tier rankings, and another 115 recommended.



Rated as a top tier law firm in Chambers & Partners. We have 52 ranked departments, with 23 teams ranked number one and 144 individually ranked lawyers.



Rated as **Excellent** on Trustpilot with just short of 10,000 reviews.

## Who We Are

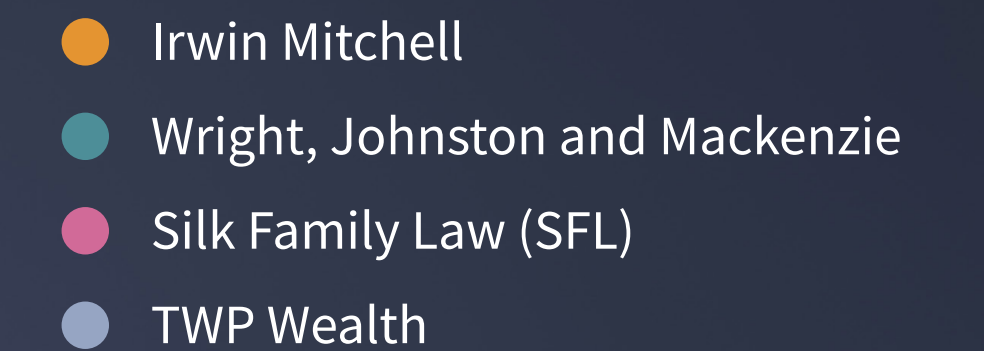
We are a multi-award winning legal and financial services firm

We have a trusted brand built on more than 100 years of exceptional client service delivery, supported by our outstanding colleagues and inclusive culture.



## Our offices

With 26 UK locations and international reach through a global network of 85 law firms, we are able to serve our clients wherever they are.



## A Great Choice for You

At Irwin Mitchell, we want every single colleague, new and old, to thrive in our business.

Which is why we make a commitment to everyone who joins us - **we'll value you for who you are and what you bring.**

To make this possible, we focus on four key areas during your time at Irwin Mitchell:



Your  
**career**



Your  
**environment**



Your  
**reward**



Our  
**culture**



## Your **career**

“A career where you can achieve incredible things through guidance, training and encouragement.”

**Edward Tomlinson**  
Head of Financial Planning

We want you to thrive with us. Whatever your role, you can be sure of a career that’s purposeful, dynamic and rewarding.

Your career matters to us, and we want to see you grow as we do. Our wealth of experience means you can learn from the best, to be the best.

We provide the tools you need to succeed, alongside the support you need to develop personally and professionally.

We take pride in our reputation for nurturing colleagues to excel and provide market leading training for a wide range of skill sets. We’re diverse and inclusive and believe in equal opportunities.

Whatever we want to achieve, we’ll make it work, together.

### **Career Development matters here**

In the last year, we promoted over 100 colleagues as we know how important it is for people to develop and progress, whatever their role and whatever their goal.

### **Our three step process:**

- ✓ Our colleagues have to want it
- ✓ Our business has to need it
- ✓ We must have the culture to embrace it



## Your **environment**

“An environment that’s flexible by choice, supporting us to deliver extraordinary client experiences.”

**Gurpreet Lalli**  
Senior Associate, Medical Negligence

Our aim is to provide you with the very best working environment to help you successfully deliver for each other, our clients and our communities.

Our agile, flexible and forward-thinking approach creates a positive and fast-paced working environment designed to bring the best out of you.

We want you to have the freedom to say “yes” to more of life’s moments. So, whether in the office, at home or on the go, we trust you to shape your day and work hard to deliver success. We’re friendly and supportive, and work together to help our clients and meet their needs.

**We are proud to be a Great Place to Work**







## Your **reward**

“A reward package with a range of benefits and experiences to help navigate life’s ups and downs.”

**Alex Lloyd**  
Head of Contact

Whatever your role, our reward package provides a competitive range of benefits for you.

Our approach to rewards is built around the things you find valuable; dependent on where you are in your life and your career. Our financial incentives are based on performance, and we have different packages which vary based on your role and responsibilities.

We recognise each other’s efforts through our appreciation schemes, and sometimes send a small gift just to say thanks. With our volunteering days, schemes to buy extra holidays, discounted vouchers, and generous referral schemes, you have the freedom to say “yes” to more of life’s moments.

# Our Health and Wellbeing Benefits

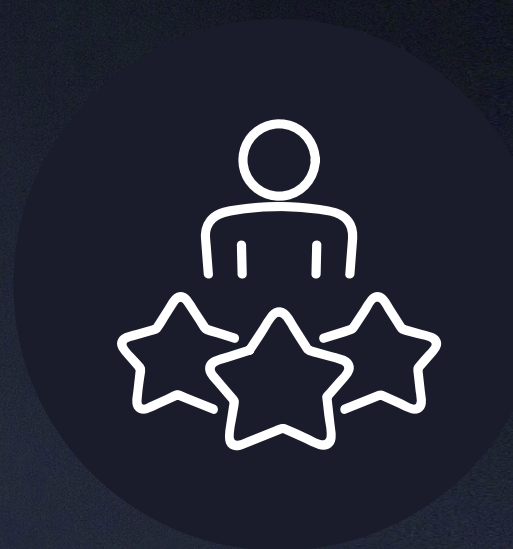
Benefit	Employee	Associate	Senior Associate	Legal Director	Associate Director/ Salaried Partner	FSM Roles	FEM Roles
Westfield Health Cash Plan	✓	✓	✓	✓	N/A - only by exception	✗	✗
Westfield Health Hospital Treatment	✓	✗	✗	✗	✗	✗	✗
Aviva Private Medical Insurance	✗	Single cover only	up to Single Parent or Couple cover	up to Single Parent or Couple cover	up to Family cover	up to Family cover	up to Family cover at their own cost
Aviva Digital GP Service	✓	✓	✓	✓	✓	✓	✓
Life Assurance	✓	✓	✓	✓	at employee level	option to increase cover at own cost	at their own cost - option to increase cover
Critical Illness Cover	✓	✓	✓	✓	✓	at their own cost	at their own cost
Group Income Protection	✗	✓	✓	✓	✓	✓	at their own cost
Health Screens - Nuffield Health	✗	✗	✗	✗	✓	✓	✓
Employee Assistance Helpline	✓	✓	✓	✓	✓	✓	✓

# Our Financial Benefits

Benefit	Employee	Associate	Senior Associate	Legal Director	Associate Director/ Salaried Partner	FSM Roles	FEM Roles
Pension Scheme	✓	✓	✓	✓	✓	✗	✗
Bonus Scheme	✓	✓	✓	✓	✓	✓	✓
Cycle to Work	✓	✓	✓	✓	✓	✓	✓
Childcare Vouchers	Only available to colleagues who enrolled before 4th October 2018.						
Refer a Friend	✓	✓	✓	✓	✓	✗	✗
Discounted Legal Fees	✓	✓	✓	✓	✓	✓	✓
Personal Injury Business referral	✓	✗	✗	✗	✗	✗	✗
Professional Subscriptions	✓	✓	✓	✓	✓	✓	✓
Season Ticket Loans	✓	✓	✓	✓	✓	✓	✓
Car Parking	✗	✓	✓	✓	✓	✓	✓
Group Car Scheme	✗	✗	✗	✗	Check with Member Fleet	✓	✓

## Our Lifestyle Benefits

Benefit	Employee	Associate	Senior Associate	Legal Director	Associate Director/ Salaried Partner	FSM Roles	FEM Roles
Buying Holiday Scheme	✓	✓	✓	✓	✓	✓	✓
Volunteering Days	✓	✓	✓	✓	✓	✓	✓
Sports Team Sponsorship	✓	✓	✓	✓	✓	✓	✓
Westfield Rewards	✓	✓	✓	✓	✗	✗	✗
Discounted Gym Membership	✓	✓	✓	✓	✓	✓	✓



## Our culture

“A culture where we really care about each other, the clients we support and the communities we make a difference in.”

**Janine King**  
Partnership Finance Manager

Your career, your reward, your environment, and of course you, all make our culture what it is.

Driven forward by our values, we want to create a place that fosters the right balance between hard work, success and work-life balance. We have to be forward-thinking, diverse, inclusive and responsible. And we have to focus on our strategy and achieving success that brings our clients, colleagues and communities closer together.

Our proud history should make everyone ambitious and motivated to deliver value in all we do. And this is why we always celebrate awards, acknowledgments and achievements together.

### Our Values

Our values are here to remind everyone what we stand for and what we want to achieve together. They're a key part of our culture. When everyone lives our values, we give clients a consistent, high-quality experience.



## Getting Started, Set-Up and Settled Here

Thank you for taking the time to find out more about Irwin Mitchell and our commitment to our clients and our passion for our people.

Our focus is on retaining and attracting the very best talent and by now you may have applied for, or accepted, a role here.

From the moment you join us, we want you to feel valued, prioritised, and supported.

Our job is to make sure you have everything you need to get started: equipment, training, tools, applications, information, and introductions.

Whilst specifics may vary based on your role, responsibilities, skills, and situation, there are some essentials we need to make sure you experience during your early weeks of life at Irwin Mitchell.



### 1) Lean on your line manager

Your line manager will be there for you as you begin your journey, and will prioritise you. There will be regular in-person and virtual meetings and you can rely on them for their expertise, support, and guidance. The more time they invest in you in the early days and weeks, the more you'll give back to the business in the future.



### 2) Tech you can rely on

We know that you have the technology you need to do your job. Whilst we're always striving to improve on our digital capabilities, we'll make sure you start with the right systems and programs. There are hubs to help you make the most of our frequently used apps and Copilot AI tool and an expert team on hand to help.



### 3) Accessible, open plan offices

Our offices provide a fantastic platform for colleagues to work, network, collaborate and build relationships together. We want to create an environment that encourages you to work with your team, which is why we have a desk booking system to optimise workplace space and enable everyone to interact.



### 4) A culture of compliance

We do everything we can to protect our clients and our colleagues from cyber threats and other malicious attacks. Our expert General Counsel Team provide vital support and guidance when it comes to data protection, negligence, corporate governance, legal and regulatory changes.



### 5) Helping you feel at home

It's important to us that you feel valued from the moment you join us. Whether it's the regular onboarding emails we send, an opportunity to meet fellow new colleagues at a welcome meeting, or the option to have a buddy or mentor, it's crucial you know that we're here for you.



## Meet Your Future Colleagues

As part of life at Irwin Mitchell, hear what it's really like to work here, straight from our colleagues.

Read and watch each story to understand how our approach benefits their personal and professional lives through our dedication to diversity and inclusion, flexibility and wellbeing.

[Read our stories](#)



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Thank you for taking the time to find out  
more about life at Irwin Mitchell.

For any additional questions or assistance,  
please feel free to contact us at

[people.services@irwinmitchell.com](mailto:people.services@irwinmitchell.com)