With you every step of the way

YOUR FUTURE
WITH HARRISON CLARK RICKERBYS

With you every step of the way
“Harrison Clark Rickerbys provides a complete spectrum of city-quality legal services to business and private clients from the heart of some of the most beautiful towns and cities in Britain. With a team of over 460 legal advisors and employees, the firm prides itself on its exceptional quality of service and client care.

Making a choice of law firm to undertake your Period of Recognised Training is one of the most important decisions you will make in your legal career. It is a decision that you do not want to take lightly. You will have to consider the areas of legal work you want to work in, the nature of the firm you want to work for, the genuine extent to which you will get proper training and also the opportunities that you will have to be ‘hired on’ at the end of your training period.

We are aware that the best candidates will have options to choose from, but we would like to think that Harrison Clark Rickerbys provides an exceptional offering that covers off these key points and provides an excellent training opportunity.”

Your local Top 100 UK Law Firm

Rod Thomas
Managing Partner, Harrison Clark Rickerbys

“A PASSION FOR PEOPLE

Our passion for people is at the heart of everything we do. It’s the engine that keeps us ticking and inspires us to do our best. We’re not satisfied unless we’re making a real difference to peoples’ lives, and we’ll keep working hard to ensure we get the best outcome possible.
We offer our employees a considerable range of benefits as part of their package with us, because we know that reward goes well beyond the pay slip.

Benefits may include:

- Group personal pension
- Discretionary bonus payments
- Life assurance
- Enhanced Maternity and Paternity pay
- Employee assistance programme
- Private medical insurance
- Income protection insurance
- Flu vaccinations
- Eye care
- Gym membership discount
- Childcare vouchers
- Cycle to work scheme
- Legal fees discounts
- Employee referral scheme

Enjoy a host of benefits

Passion for talent

Our success is based on people who are passionate about their work, who excel in their own field - we have built our success on finding them and investing in them.

The firm has grown through mergers with firms whose ethos fit our own, as well as through recruiting from diverse pools of top talent – organic growth, led by client demand.

That demand and that growth continue, always focused on giving our clients the best service we can offer.

Great work, great places to work

We give our clients City-quality service and advice, but we don’t have to live in the Big City to do that.

Because we have bases across a number of counties, our 460+ employees have great places in which to live and work, often with beautiful countryside and excellent facilities close at hand.

We welcome those with relevant skills and experience who want to continue dealing with top-level work in a family-friendly environment, where we nurture and encourage local talent.

More than just a job

Life is about so much more than just work. At Harrison Clark Rickerbys, we have regular events for the whole firm, including family fun days and Christmas parties.

There are plenty of office events too, including lots of charity fundraising – because we are at the heart of the communities where we are based, our own charitable trust supports lots of local causes.

Our team handled over £1 billion worth of corporate deals last year alone.
Practice areas

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Corporate
Consisting of several solicitors who have gained experience from Magic Circle and other leading city and overseas firms, the team offers a vast knowledge of corporate finance, mergers and acquisitions, banking and re-structuring.

Commercial
The team comprises experienced and commercially aware lawyers specialising in a wide variety of commercial law issues and commercial contracts. The clients range from start-ups, through SMEs to large national and multi-national companies, as well as schools and public sector bodies. In addition we have specialist commercial lawyers in charities, health and social care, logistics, IT and e-commerce.

Litigation
Harrison Clark Rickerbys’ Banking team provides traditional methods of dispute resolution, from litigation and court proceedings to alternatives such as mediation and ADR. The team acts for both companies and individuals and has a proven track record for winning disputes.

Real Estate
Harrison Clark Rickerbys’ Real Estate team has an unrivalled reputation and is one of the strongest in the South West. Our team provides advice on a full range of Property matters, dealing with banks, surveyors and developers, often providing support to the ‘construction’ specialists from the Commercial team. The team is divided into several individual units, including property and development, rural land, renewables, acquisitions and disposals and leasehold enfranchisement.

Family
Matrimonial law requires a great deal of sensitivity and an understanding of a client’s circumstances and needs. We help to resolve disputes quickly and appropriately with a number of methods that will best suit the client.

Banking and Finance
Harrison Clark Rickerbys’ Banking team has significant experience of acting for lenders and borrowers, both locally, nationally and internationally. The Banking team offers comprehensive legal assistance to our clients in the Corporate and Education Sectors as well as advising a number of domestic and overseas banks, leasing companies and invoice discounters.

Private Client
Acting on behalf of high-profile local estates, the Private Client team provides advice on UK and international tax, trusts, wills and probate. The nature of Private Client work is not only diverse and challenging but also requires sensitive interpersonal skills and empathy for clients’ personal circumstances.

Restructuring and Insolvency
The Restructuring and Insolvency team at Harrison Clark Rickerbys can deal with the whole range of issues that may arise when the threat of insolvency occurs. Our dedicated team deals solely with insolvency and restructuring related matters. The team has years of experience and has built up a comprehensive contact base over a range of industries, sectors and institutions which includes sources of funding for distressed businesses.

Medical Negligence
The Medical Accident Group is a unique team of medical negligence and major injury lawyers, formed exclusively to provide the highest quality of service and expertise. This not only requires a professional approach but empathy and careful consideration of clients needs.

Sector Groups
Due to our solicitors’ expertise in working for various clients within different sectors, we have established Sector Groups which service the needs of specific client niches. Our sectors currently include Education, Health & Social Care, Agricultural & Rural Affairs, Construction & Planning, Defence, Security & the Forces and Advanced Manufacturing & Engineering.

Gaining a Training Contract with Harrison Clark Rickerbys

Harrison Clark Rickerbys look for good academics

A Levels: You will need 3 – 4 A Levels in ‘core’ academic subjects and this will need to equate to at least 300 UCAS points.

Degree: Harrison Clark Rickerbys ask for a 2:1 degree. This does not have to be in law. If you read a non-law degree you will need to take the Graduate Diploma in Legal Practice (GDL).

LPC: The Legal Practice Course must be undertaken by all those who have either secured a Training Contract or are seeking to secure a Training Contract.

(LPC) is normally a one year full time course (or 2 years part time) The aim of the LPC is to prepare students for work based learning and to provide a general foundation for practice.

How the application process works

Step 1
Complete an online application and covering letter, the letter forms part of the shortlisting process so spelling, grammar and accuracy are all taken into consideration.

Step 2
If successful, you will be invited to attend an open afternoon at one of our offices. This is a quick fire interview process and a chance for you to find out more about the firm. Outcomes are given via e-mail within a week.

Step 3
If successful at the open afternoon, you will be invited to attend an assessment centre where you will demonstrate your ability to work as part of a team, prioritise work and showcase your presentation skills. This is followed by further interviews with a panel of partners and a series of short aptitude tests.

Step 4
If you are successful at the assessment centre, Harrison Clark Rickerbys will offer you a Training Contract.

Hints and Tips

At Harrison Clark Rickerbys, we aim to make you as comfortable as possible and let the real you do the talking. Here are a few hints and tips that you may find useful in preparation for your interview.

Confidence is key
This is your opportunity to showcase your talent.

Preparation is a priority
Do your research into the firm and show the panel how keen you are.

Be yourself and you will shine
The assessment day is a two way process; it is also your opportunity to find out about us.

Ask questions
Always have some relevant well thought-out questions to ask.

How to apply for your training contract
Please send a completed application form (accessed through our website) along with covering letter to Kate Ware, Learning and Talent Manager at kware@hcrlaw.com

For more information about our vacation scheme check out our website: hcrlaw.com/vacation-scheme
Our teams are our strength

We need the best people in all areas of the firm, from the first person you meet in reception through all our support, administrative and secretarial teams. We are so much more than a firm of lawyers and proud of the quality of all our teams.

Meet some of the team and read about their journeys

Charlotte Thornton-Smith, Partner
Charlotte Thornton-Smith, who is now a partner and head of our Health and Social Care sector, came to us as a trainee from Cardiff 16 years ago. She was offered a position in the corporate department when she qualified as a solicitor.

She said: “I knew I had to accept. In the two years I had been with the firm, I could see it was growing and I had an opportunity to further my career.”

Charlotte was promoted to partner six years later. Having had two children since she started working here, she said: “It has been hard work and challenging to juggle the work life balance but I can honestly say that I have never looked back. I count myself fortunate that I have never felt that I needed to join another firm to fulfil my career ambitions.”

Syed Alam, Senior Associate Solicitor
“I joined the firm as a paralegal in 2009 in the middle of a recession – at a time when many firms were making cuts, Harrison Clark Rickerbys gave me this opportunity and I have always been grateful for that. Throughout my time here, the firm’s expectations and targets for me have always been clearly communicated and set out, so I have always known what was needed in order to progress; they have always provided me with the platform, opportunities and guidance required in order to meet these targets. I can sincerely say that the firm is a strong believer in helping individuals fulfil their potential and providing all individuals with equal opportunities to progress.”

Stephanie Tohill, Personal Assistant
“HCR has grown over the years, to become a top 100 law firm, creating lots of career opportunities for all employees to advance within the firm, from office junior to PA, or even to qualify as a legal executive or a solicitor. There is always training available for support staff to enhance our skills to help with the job that we do.”

Danny Williams, Facilities Manager
Our facilities manager Danny Williams has been with the firm for 17 years and his drive to improve has taken him through several levels of further study with the firm’s support (including Business Admin Level 2 and 3, a BTEC in Learning and Development and finally an ILM award in Team Leading). He has dealt with floods and refurbishments and shown real leadership under pressure, resulting in his promotion to manager last year.

“The fast pace within the firm has allowed me to show my skills in organisation and leading. The firm recognised this by promoting me to Facilities Manager in 2016.”

Kate Ware, Learning & Talent Manager
Kate Ware’s passion is developing people, enhancing their skills and empowering them. Having qualified in another sector, Kate took on the role of Learning and Development Coordinator here in 2016 and has subsequently been promoted, after a flying start with the firm.

“We recognise that our strengths lie in the skills and abilities of our people and it’s this passion for people that keeps me motivated. My role is so varied, I can be in a different office every day coordinating training, and I am privileged to have the opportunity to meet with every team across the firm.”

Oliver Hunt, Paralegal
Olly Hunt started with the firm as an office junior and swiftly decided that he wanted to become a solicitor. He undertook a foundation degree course at the Heart of Worcestershire College, studying law alongside his work – he has followed this with more study and has been promoted and since obtained a training contract.

“My week is full of different tasks – assisting on transactions, client contact by email and phone, business development, networking and administration. I would recommend the foundation degree because it gives you the practical and legal skills to work as a paralegal in a solicitor’s practice. It can be your step to a different career.”

Our teams are our strength

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Birmingham

Birmingham is a diverse and dynamic city brimming with culture. This city is fascinating and for something a little different, explore the city by canal boat – Birmingham has more miles of canal than Venice and there’s plenty of beautiful scenery to take in. Birmingham is also host to a number of bars, restaurants and music venues.

Cheltenham

The town of Cheltenham is situated in the heart of the Cotswolds. Much of the surrounding areas offer breathtaking scenery, fresh country air and the opportunity to unwind in peace after a busy week. This isn’t to say that Cheltenham is a quiet place; the town is host to plenty of busy bars and clubs, as well as many restaurants, some of which are Michelin starred. Cheltenham also boasts some of the country’s most popular events like the Cheltenham Races held annually.

Thames Valley

Harrison Clark Rickerbys operates in the Thames Valley and surrounding areas, such as Reading, Slough, Newbury, Maidenhead and Basingstoke. Our office is based in Green Park Business Park which can be easily reached by road, rail and air. The Thames Valley is a great destination at any time of the year, offering something for everyone – from leisurely boat trips and activities such as horse riding to historic villages and extensive walks in rural countryside.

Worcester

The City of Worcester is an ancient city with a modern outlook and one of the UK’s less explored historic cities, and with great things to offer. From the keen shopper and the leisure visitor to the history buff, culture vulture or the sports fan (county cricket and rugby to name a couple); there is definitely something to tempt everyone. Throughout the year there is a vibrant programme of events to include the Worcester Three Choirs Festival and the more contemporary Worcester Music Festival.

Wye Valley

The spectacular surrounding countryside and picturesque market town atmosphere of Ross on Wye with its impressive 17th century market hall and Tudor timbered houses is picture postcard material. There are some excellent shops ranging from small craft shops to some of the larger high street chains.

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London

Harrison Clark Rickerbys’ London office, in New Broad Street House, is immediately adjacent to Liverpool Street station and provides a convenient base for our clients and partners to meet when their business takes them into the heart of the City.

Why not HCR?

Each member of our 30 strong team averages 15 years’ commercial property experience.
Talk to us
If you would like to know more about working with Harrison Clark Rickerbys, contact our HR team for an informal chat.

E. recruitment@hcrlaw.com
T. 01905 612001