

Charles
Russell
Speechlys

Enjoy the work

For lawyers, business services professionals, and anyone who is considering a career at our Firm.

charlesrussellspeechlys.com



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Making an *impact*

We firmly believe that fostering empathy and providing opportunities are essential for individuals to thrive and prosper.

We also believe that we only find fulfilment at work when we do something for ourselves, when we grow and advance in our personality and skills, and when we do something for someone else: our colleagues, our clients, our communities.

This is why you will work with a variety of people, have responsibility, create meaningful relationships, and make a difference – *from day one*.

In today's competitive talent market it is essential that we have shared *understanding* and expectations on what a role in our Firm can provide for individuals. As a people centred Firm, we seek people *who share our values* and are looking to *develop* their career. We are focused on delivering a proactive, solutions based service to our clients. This is an exciting Firm to be part of for people who want to take *responsibility* for their roles, make an *impact* and ultimately share our values.

If you want to find out more about what the Firm can offer to you, it is best to hear *directly* from our people about what it is like to work at our Firm, our people deliver for clients every day and *enjoy* the work.



Karen Stages
Chief People Officer



What we *do*

Understanding people

We are an international law firm with a focus on private capital at the intersection of personal, family and business. We are driven by understanding people. Understanding their needs and solving complex challenges.

We guide our clients through their most pressing challenges and most rewarding opportunities.

We do this by understanding their needs better than they do, based on our years of experience, collective legal expertise and international outlook.

Our ability to understand people makes us who we are. We work together to build deep and trusted relationships that deliver meaningful value.

Our purpose is to *matter*, to have a *meaningful impact* by *making a difference* to individuals, their families and businesses.

Our services

- Banking & Finance
- Commercial
- Commercial Dispute Resolution
- Construction, Engineering & Projects
- Corporate
- Corporate Restructuring & Insolvency
- Corporate Tax & Incentives
- Dispute Resolution
- ESG
- Employment
- Family
- Financial Services Regulation & Funds
- Immigration
- Intellectual Property
- Private Client
- Private Property
- Private Wealth Disputes
- Real Estate Disputes

Specialist sectors

- Art & Luxury
- Aviation
- Charities & Philanthropy
- Construction, Real Estate & Disputes
- Energy & Natural Resources
- Financial Services
- Healthcare
- Private Wealth
- Retail, Consumer & Lifestyle
- Sport
- Technology, Media & Telecommunications

Trusted advisers to the business

Our Business Services teams provide the operational expertise that is vital to the delivery of our strategic ambition.

Through collaboration and understanding, we give our lawyers the frameworks, tools, advice and support to deliver real value to our internal and external clients, enabling the Firm to achieve its strategic goals.

We recruit talented individuals – with a passion for service delivery - to our Business Service teams and we offer high levels of responsibility and quality training. Our aim is to help you develop your career, in a dynamic environment, so that you reach your full potential.

Our Business services teams

- Advanced Client Solutions
- Business Development & Marketing
- Community Impact
- Compliance & Risk
- Finance
- Human Resources
- Internal Client Services (secretarial, administrative and facility support services)
- IT
- Knowledge
- Strategy, Transformation and Project Delivery

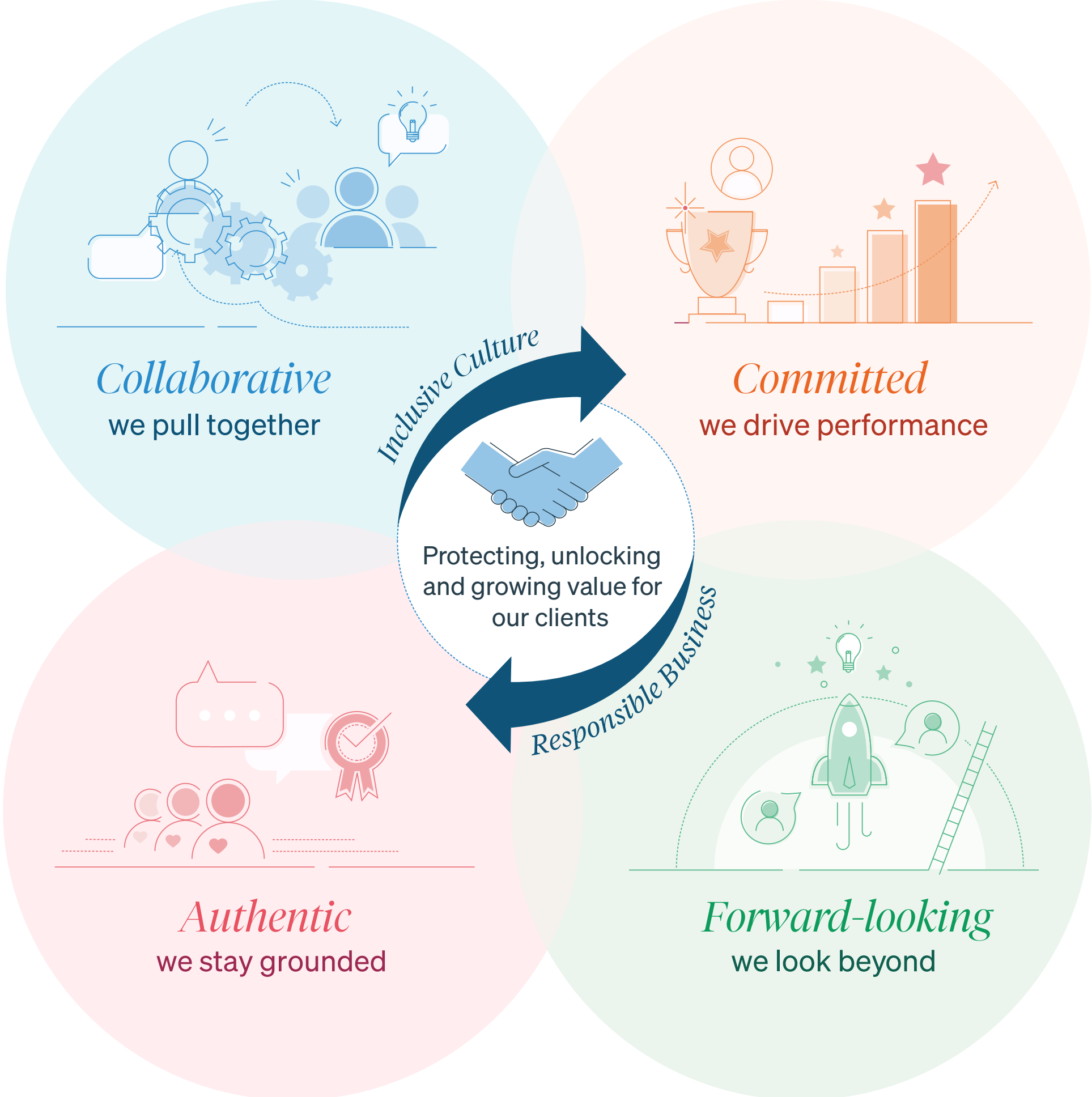


Our values

Our values are part of who we are as a Firm and steer the way that we behave to ensure we focus on protecting, unlocking and growing value for our clients.

Each of our four values are designed to guide the way we behave, think, collaborate, and do business.

For further information on the meaning behind each of our values, please see here on our website: charlesrussellspeechlys.com/en/about-us/our-values



Responsible Business

Our long-term success as a firm depends on the health and resilience of our clients, our people, our communities and our natural environment. Growing responsibly: is a commitment at the heart of our firm strategy.

Our Responsible Business Strategy has been built on listening to those closest to us – our clients and our people to understand what matters most to them. The strategy centres around 6 key areas of impact: environment, community, people, governance, innovative technology and advising our clients on the responsible business issues that drive risk/return for them. We have set ourselves goals and commitments in each of these areas, so we can hold ourselves to account, deliver and report transparently about our progress.

Here are just some of the ways in which we are investing to deliver on our responsible business ambitions:

- Equipping our people with high quality knowledge on the responsible business issues most relevant to our clients
- Committing to provide more than 12,000 volunteer and pro bono hours in the UK annually by 27/28 and internationalising our successful Community Impact programme
- Launching climate literacy training for our lawyers, tailored to our private capital strategy
- Investing in innovative carbon removal projects in collaboration with other law firms and Save the Children Global Ventures
- Working towards Disability Confidence accreditation



Our People: Diversity, Equity and Inclusion (DEI)

We are committed to developing an increasingly diverse, inclusive and supportive culture where everyone can be themselves, feel valued, and that they can thrive and belong. Our Firm strategy focuses on creating an inclusive and equitable work environment that enables diversity of thought to drive commercial outcomes for our clients, and where everyone is encouraged and supported to bring their authentic selves to work.

This commitment is driven from the top by our dedicated taskforce, the Future Firm Group (FFG), which is Co-Chaired by Bart Peerless (Senior Partner) and Simon Ridpath (Managing Partner). The FFG is responsible for ensuring the Firm delivers on its intentions and is supported by our dedicated DEI team and active employee-led DEI Networks, which focus on specific strands of DEI.

The key areas of our DEI Strategy are:

- Disability and Neurodiversity
- Gender
- LGBTQ+
- Mental Health and Wellbeing
- Race, Ethnicity, Religion and Belief
- Social Mobility
- Working Parents and Carers

We take a collaborative approach to ensure our Strategy is informed and considers intersectionality. These areas of focus also reflect the focuses of our DEI Networks, which offer mutual support and ways to come together with colleagues from across the Firm to raise awareness, learn and celebrate diversity.

Our Environment: eFORCE

We are committed to running a sustainable business and reducing our environmental footprint. The Firm's Environmental Sustainability Task Force (eFORCE) promote and lead on sustainability initiatives within their teams and colleagues across the firm.

The eFORCE team collaborate with other Change to Responsible Business steer groups to help monitor our environmental impact, plan new initiatives and inspire people to take action both at work and at home to support our net zero target and ISO14001 accreditation (standard for environmental management).

Our Community Impact: Pro Bono and Community Investment

We are an integral part of the communities in which we operate and believe that supporting these communities is part of our responsibility as a business. Our Community Impact Programme is made up of our Pro Bono practice and our Community Investment activities.

All our people are encouraged to get involved in our firm led volunteering activities, plus employees have an annual allowance of 21 hours to participate in independent volunteering activities with organisations and causes they personally support.

Charles Russell Speechlys *Business School*

The Charles Russell Speechlys Business School is the umbrella for all Learning and Development at the Firm.

Our purpose is:

Inspiring our people to achieve their full potential. We have dedicated development programmes which foster a one firm approach, inviting our Legal and Business Services professionals from any office to learn and connect together.

All participants, across all levels on our programmes are also offered the opportunity to participate in 1:1 coaching to support individuals to reach their potential.

The Business School also runs a Traditional Mentoring and a Reverse Mentoring programme across the Firm. These programmes are available to anyone who would like to learn from the experience, knowledge, and personal insights of another individual who is at a different stage in their career or sitting in another team within the Firm.

“The CRS Business School programme afforded me the time to ‘take a step back’ and focus on my *personal development and career progression* within the firm, which was the most useful part of the course for me.

It also provided me with some useful tools to recognise how to *improve* my personal effectiveness and prioritisation.

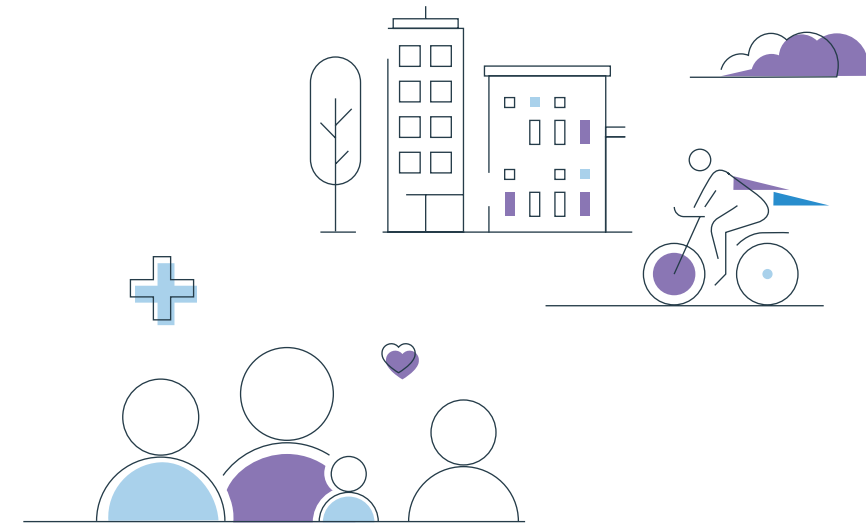
It was really helpful to be part of a cohort of similar people across different offices and roles, with everyone *sharing their experiences and learning from each other* in small groups.”

Feedback from one of our senior associates



Employee *benefits*

Lifestyle, Recognition, Health, Financials



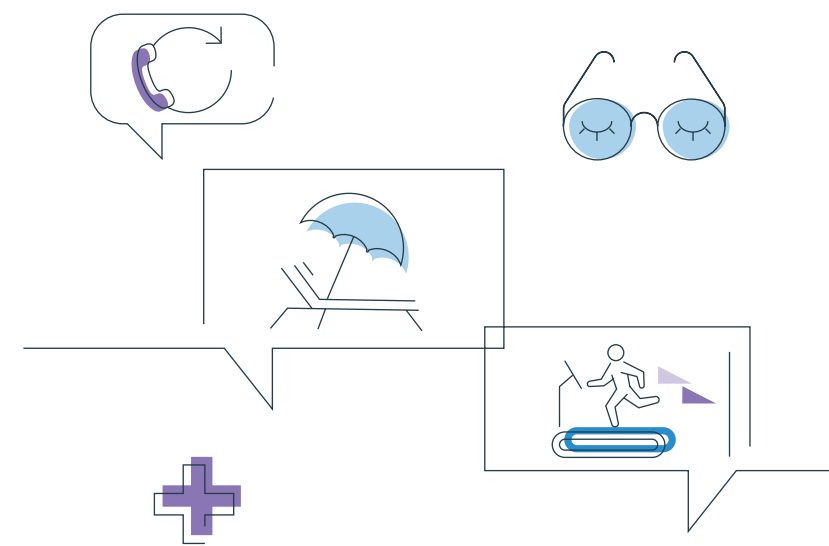
Lifestyle & Family Focus

- Maternity, paternity, adoption and surrogacy and other family friendly benefits
- Volunteering days
- House move days
- Wedding gift
- Cycle to work scheme
- Employee Discount Scheme



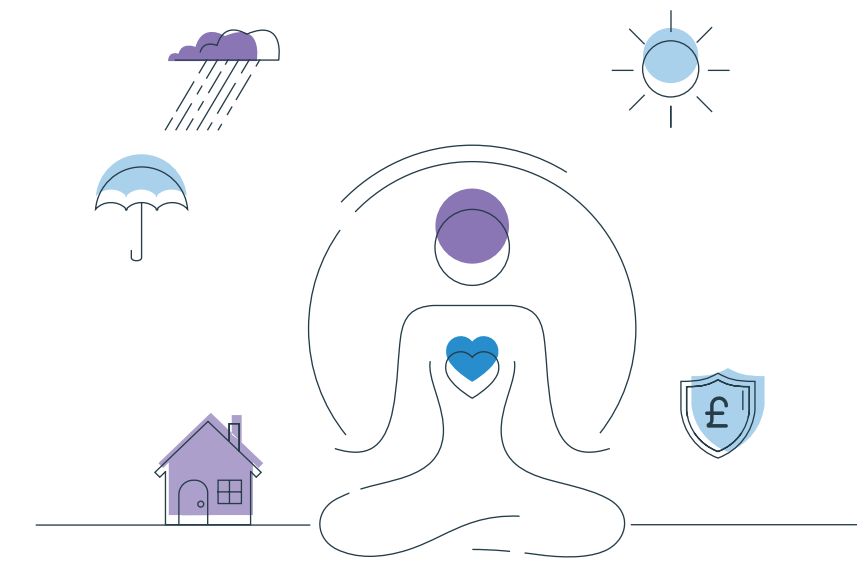
Rewards & Recognition

- Bonus scheme
- Long Service Awards
- Recruitment referral bonus
- Recognition scheme



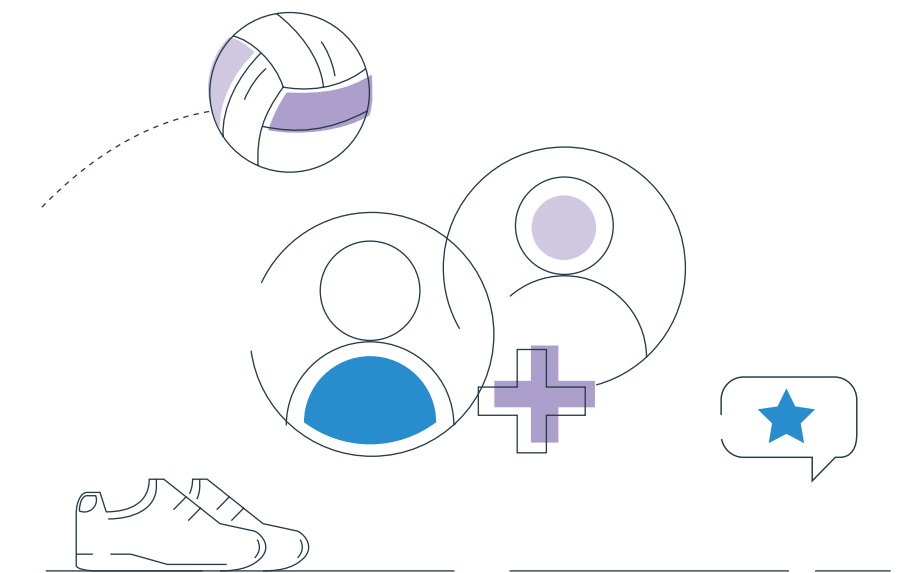
Health & Wellness

- Private medical insurance
- Dental insurance
- Virtual GP service
- Employee Assistance Programme
- Wellness initiatives
- Access to corporate gym membership rates
- Eye care
- 25 days holiday and long service accrual
- Holiday purchase scheme



Financial Wellbeing

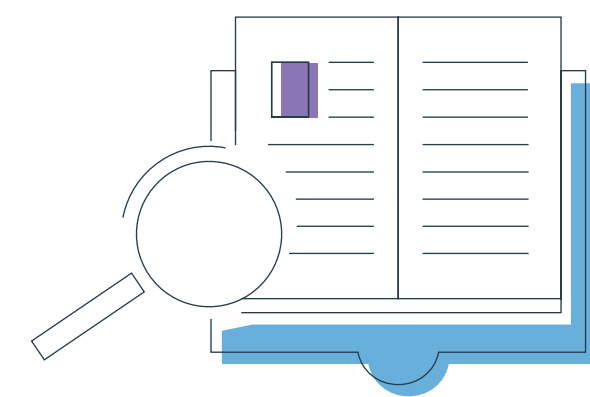
- Pension scheme
- Pension one-to-one sessions
- Life assurance
- Income protection insurance
- Interest free season ticket loan
- Mortgage advice service
- Will advice service



Sports & Social

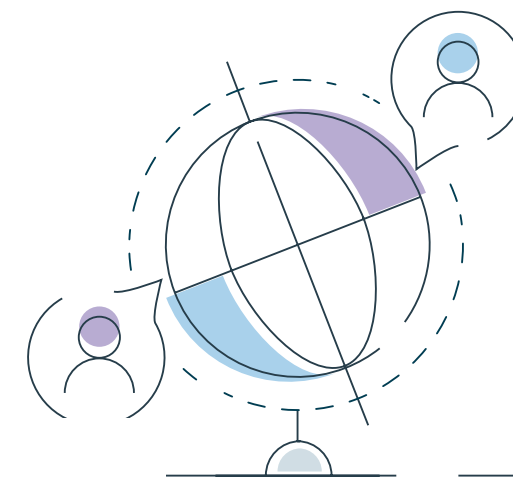
- Regular office social events
- Diversity specific events, such as guest speakers and film nights
- Regular sports activities including football, netball and yoga
- Firm Winter Ball and Summer Ball, where our colleagues get together and celebrate.

For what it's *worth*



Ranked in **48** legal and geographical categories of Chambers UK and international guides 2024.

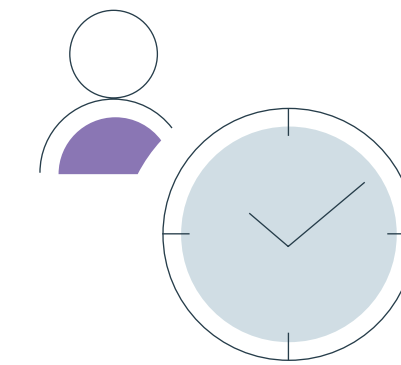
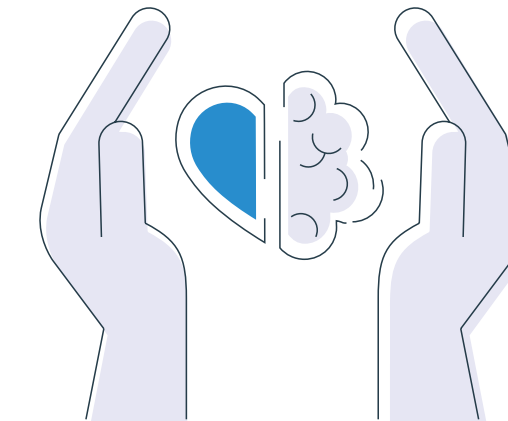
Admitted to practice in **+20** jurisdictions



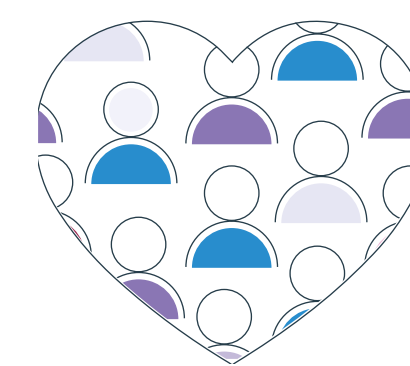
Tier 1 in 21 work type/geographical categories (LEGAL 500 UK 2024)

Our Community Impact

12,114 pro bono hours



1,825 community investment volunteering hours



60 young people supported through mentoring, work experience and insight days

80+ organisations and

900+ individuals supported with pro bono legal advice



Start the conversation

If you have any queries please email
recruitment@crsblaw.com



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