



# *Enjoy* the work

---

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

# Contents

---

## Promise

Making an impact ..... P.03

---

## What we do

Understanding people ..... P.04

Trusted Advisors to the business ..... P.05

---

Our values ..... P.06

---

## Responsible Business

Responsible People make a Responsible Business ..... P.07

---

## Development

CRS Business School ..... P.09

---

## Benefits

Benefits to you ..... P.10

For what it's worth ..... P.11



# 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.

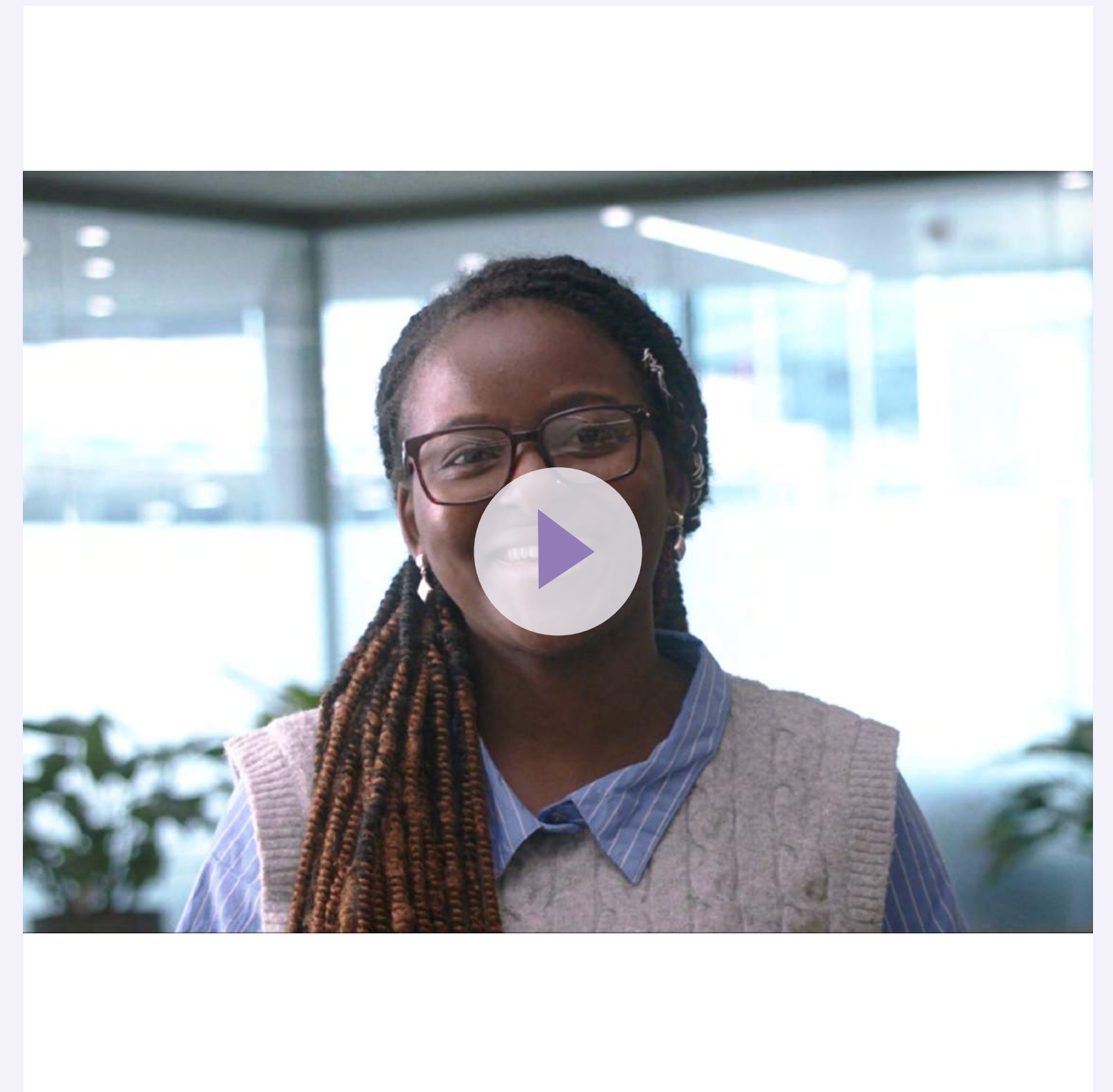
This is why you will work with a variety of people, have responsibility, create meaningful relationships, and make a difference – *from day one*.

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.

## Services we provide

- Banking & Finance
- Commercial
- Construction, Engineering & Projects
- Corporate
- Corporate Tax
- Dispute Resolution
- Employment
- Family
- Financial Services Regulation & Funds
- Immigration
- Intellectual Property
- Private client
- 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
- Compliance & Risk
- Finance
- Human Resources
- Internal Client Services (secretarial, administrative and facility support services)
- IT
- Knowledge
- Responsible Business & Pro Bono
- Strategy, Transformation and Project Delivery





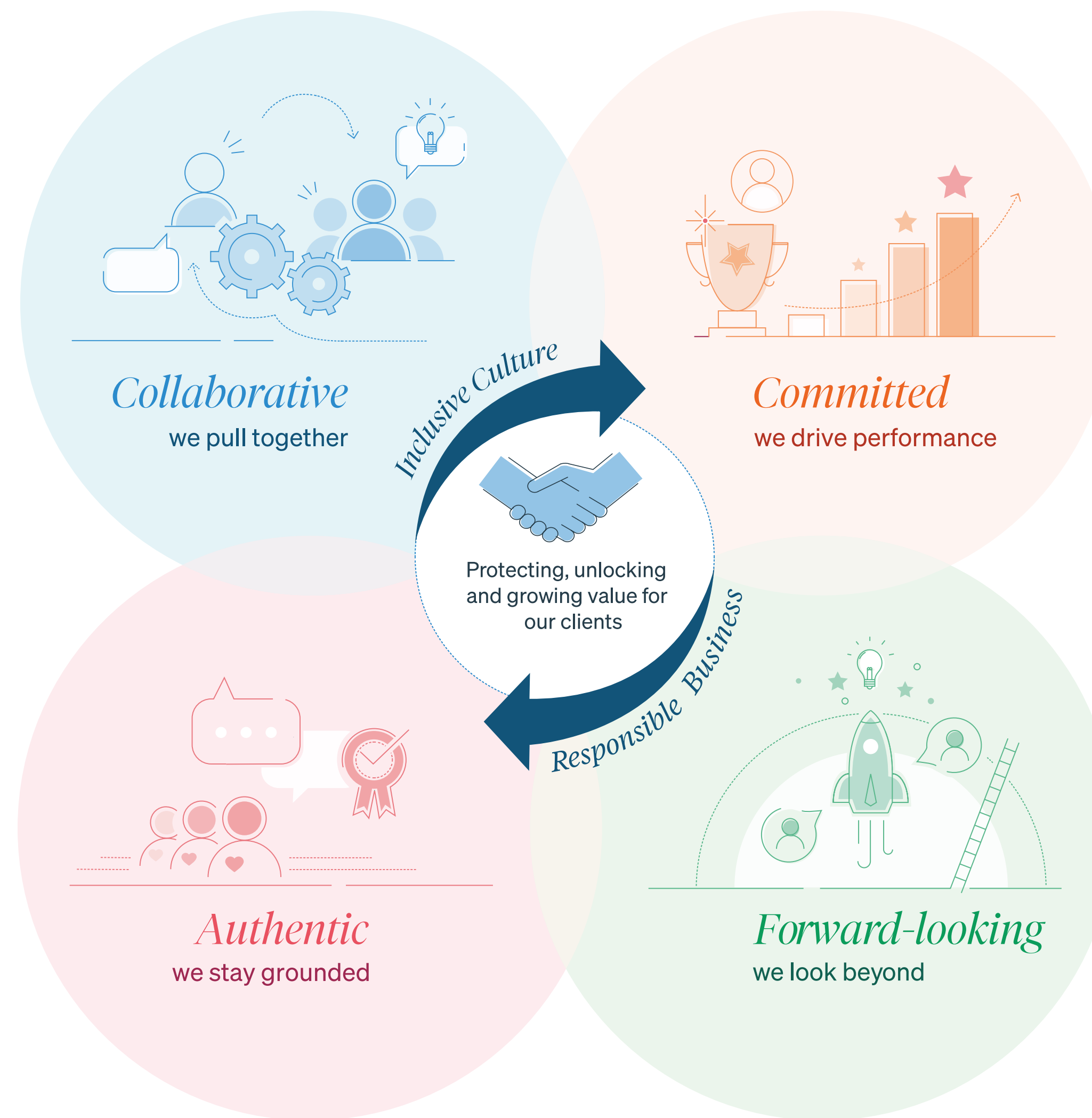
# Our values

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:

<https://www.charlesrussellspeechlys.com/en/about-us/our-values/>





# Responsible People make a *Responsible Business*

Taking responsibility for our people, our community and our environment is a requirement for creating meaningful work and building long term relationships.

## Our People: Diversity, Equity and Inclusion (DEI)

Building a diverse work force and fostering an inclusive working environment, to enable diversity of thought and drive commercial outcomes that deliver for our clients is at the heart of the Firm's strategy. We want to attract and recruit a diverse pool of talent and that we provide an inclusive and equitable work environment, in which we support and encourage everyone to reach their full potential. It is important to us that everyone feels that they belong, that they can contribute and that they can bring their whole self to the workplace.

To provide management oversight on this key aspect of our culture, our Future Firm Group (FFG), co-chaired by Senior Partner Bart Peerless and Managing Partner Simon Ridpath. This group is responsible for ensuring the Firm delivers on its intentions and that we have a talent pipeline that will sustain the Firm long into the future.

FFG has five key areas of focus:

- Gender
- LGBTQ+
- Disability & neurodiversity and mental health & wellbeing
- Race, ethnicity, religion and belief, and
- Social mobility.

In focusing on each area, we take a collaborative approach to ensure that our strategy is informed and considers intersectionality. These five areas of focus also reflect the focuses of our five 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 ESG 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 Social 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 Social Impact Programme is made up of our Pro Bono practice and our Community Investment activities.

All our people are encouraged to get involved and have an annual allowance of 21 hours to participate in Firm-led and/or independent volunteering activities. In addition, all Pro Bono legal work is treated internally as equivalent to chargeable work and therefore counts towards the billable hours required for the lawyers Bonus calculation.







# 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 Charles Russell Speechlys 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.

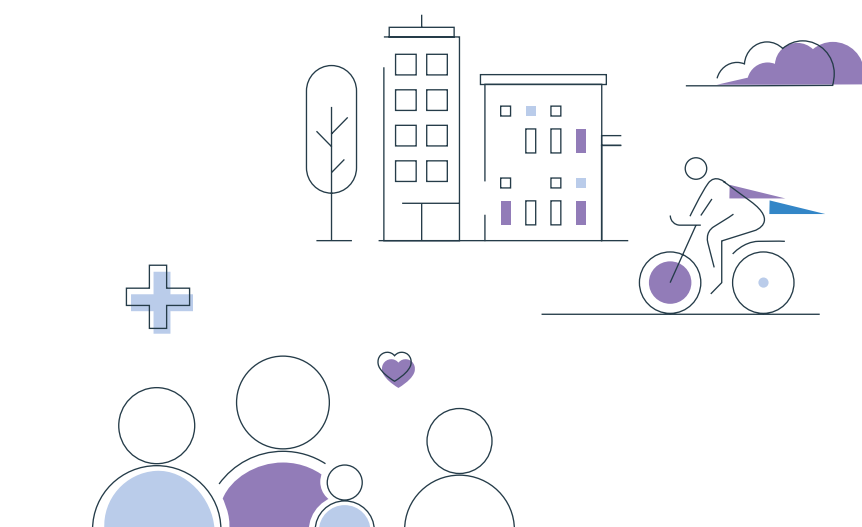
It was really helpful to be part of a cohort of similar people across different offices and roles, with everyone *sharing their experiences and learning from each other* in small groups.”

Feedback from one of our senior associates



# Benefits to *you*

Lifestyle, Recognition, Health, Financials



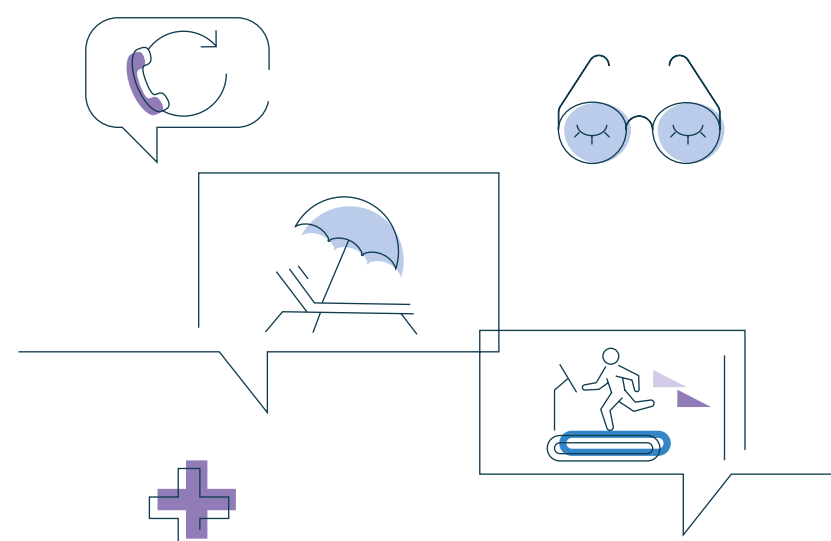
## Lifestyle & Family Focus

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



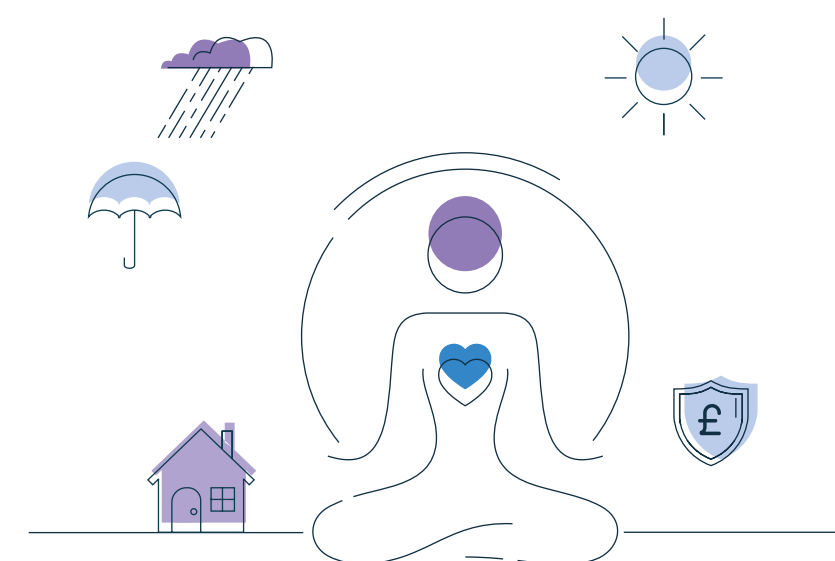
## Rewards & Recognition

- Bonus scheme
- Long service bonus
- Recruitment referral bonus
- Recognition scheme



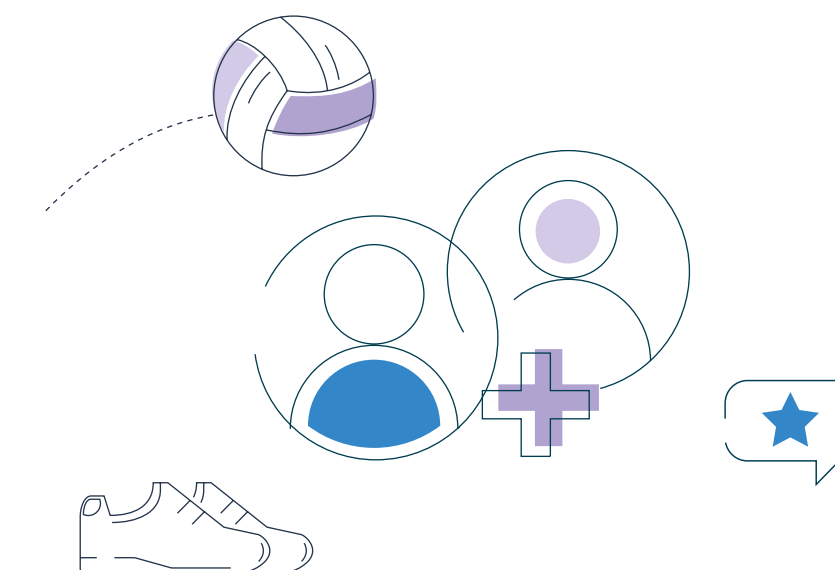
## Health & Wellness

- 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

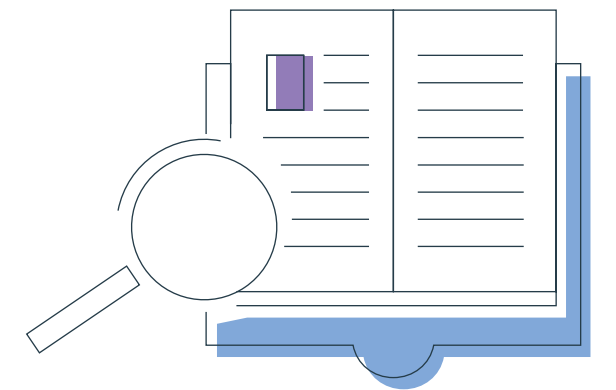
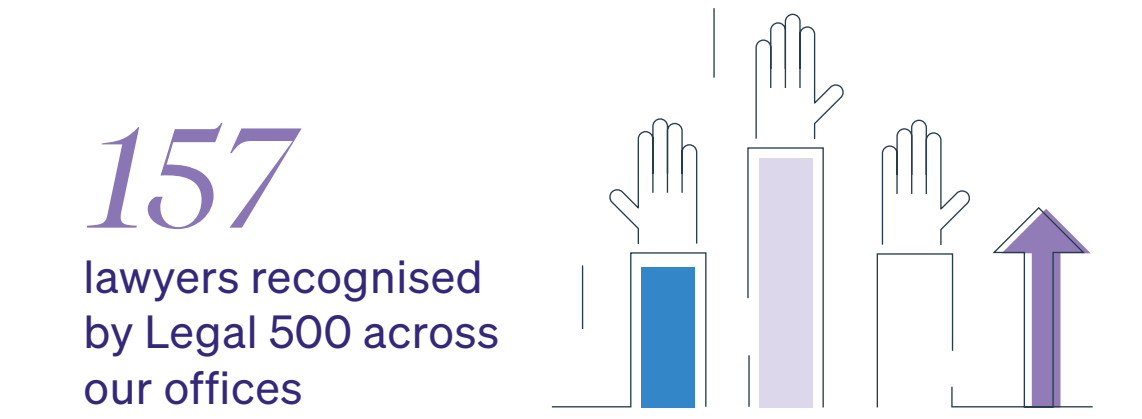
- Pension scheme
- Life assurance
- Income protection insurance
- Interest free season ticket loan
- Mortgage advice service



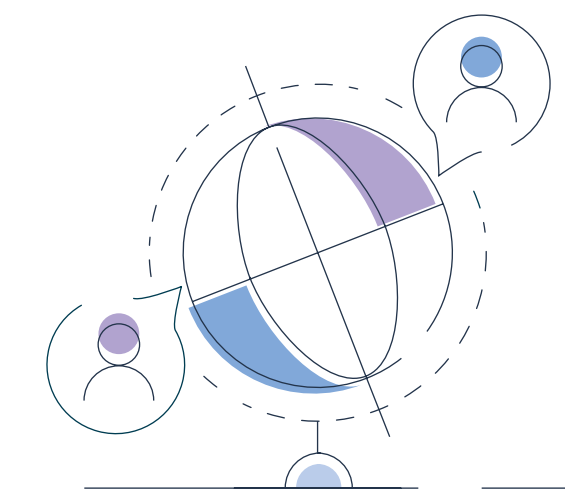
## Sports & Social

- 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



Admitted to practice in **+20** jurisdictions

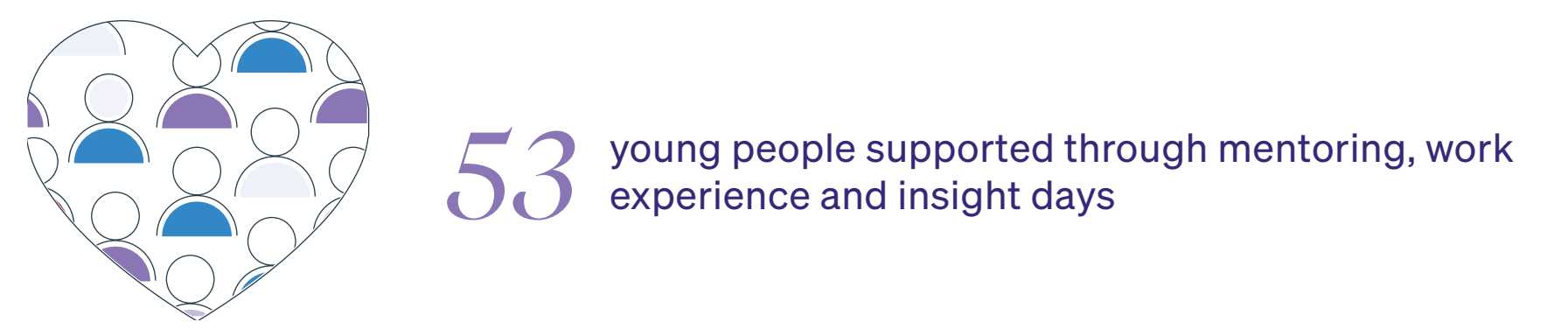
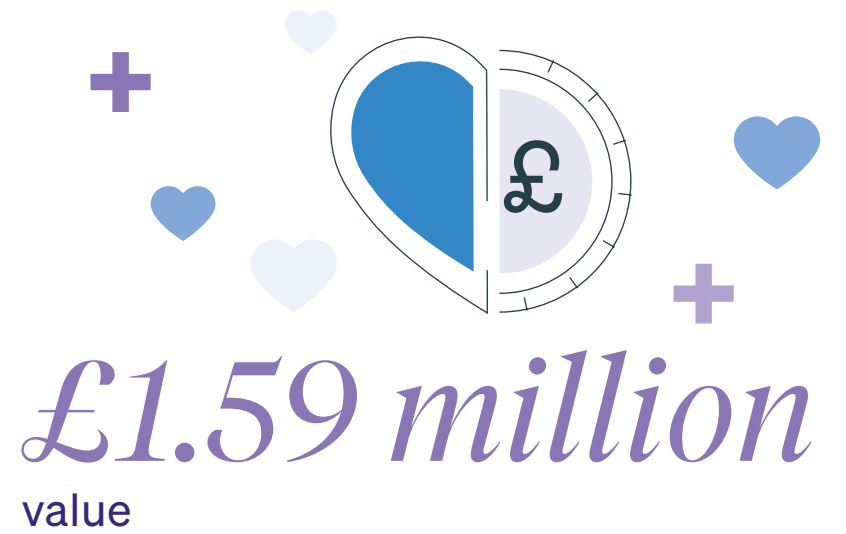


Ranked in **48** legal and geographical categories of Chambers UK and international guides 2024.



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

## Our Pro Bono





## Start the conversation

If you have any queries please email  
[recruitment@crsblaw.com](mailto:recruitment@crsblaw.com)



[charlesrussellspeechlys.com](http://charlesrussellspeechlys.com)

This information has been prepared by Charles Russell Speechlys LLP as a general guide only and does not constitute advice on any specific matter. We recommend that you seek professional advice before taking action. No liability can be accepted by us for any action taken or not taken as a result of this information. Charles Russell Speechlys LLP is a limited liability partnership registered in England and Wales, registered number OC311850, and is authorised and regulated by the Solicitors Regulation Authority. Charles Russell Speechlys LLP is also licensed by the Qatar Financial Centre Authority in respect of its branch office in Doha and registered in the Dubai International Financial Centre under number CL2511 and regulated by the Government of Dubai Legal Affairs Department in respect of its branch office in the DIFC. Charles Russell Speechlys LLP's branch office in Hong Kong is a limited liability partnership established under the Hong Kong Legal Practitioners Ordinance with the name Charles Russell Speechlys LLP. In France, Luxembourg and Switzerland Charles Russell Speechlys provides legal services through locally regulated and managed partnerships or corporate entities. Any reference to a partner in relation to Charles Russell Speechlys LLP is to a member of Charles Russell Speechlys LLP or an employee with equivalent standing and qualifications. A list of members and of non-members who are described as partners, is available for inspection at the registered office, 5 Fleet Place, London. EC4M 7RD