



CONSTANTINE
LAW

Recruitment
brochure

Employment & Regulatory solutions at work

Why join Constantine Law?

John Hayes,
Managing partner

“Constantine Law is the modern face of employment law in the UK: outward-looking, agile and fair.”

Contact us:

If you want a fairer link between fee generation and pay.

work with us:

If you want to work collaboratively with a great team, supported by assistants and PAs.

team up with us:

If you want to generate work, and do work, and are tired of too many internal meetings and an unsupportive management culture.

If you are a net contributor to your firm, you will be better off in Constantine Law. The commission package is the best in the market and we work collaboratively to win work and deliver advice to clients. In this, we are more progressive than other “challenger firms”.

Why we are better than competitor firms:

- 01 Better commission package: in terms of: (a) a commission advance: for 6 months, to take the “pain” out of joining. No other firm does this; (b) better percentages across the board.
- 02 Working with Assistants + PAs (unlike other consultant-led models): to fully support your practice. Both funded by the firm. We offer a true “pyramid” of support to clients.
- 03 Better support package: full PA cover, ELA membership, PLC paid for, High-level Press/comms support (paid for), SRA/Insurance. Tax guidance in terms of maximising benefits of this model.
- 04 Collaborative firm: weekly meetings/twice annual strategic away days/targeted marketing and know-how support to support your practice, (know-how based) working with other leading practitioners on a sector orientated basis.
- 05 Active support in developing your “book:” including free restrictive covenant advice and how to



Our 4 core values are as follows:



Clarity

We always go for the most direct, efficient way forward for ourselves and for our clients.



Modernity

We dare to imagine a world that does law differently. As the world changes, we stay ahead of the curve.



Value

We charge out less than competitor firms because we have lower overheads.



Collaboration

We support both our clients and each other. We respect the time, autonomy and experience of our clients and our partners.

Why we are better than competitor firms: The business proposition

We offer the following business proposition, which is unrivalled in the UK legal market. The whole point is to “de-risk” your joining, so that you feel empowered to win and work as follows:

- 01 **Assistance with Creation of New Limited Company:** Through which new joiner will supply their services. New Co. contracts with Constantine Law Limited to supply the individual.
- 02 **No Start-Up Costs/Up-Front Payment:** unlike other “challenger” firms.
- 03 **Commission Advance:** This is a commission advance taken against future billings. The point being that the advance will enable the joiner to live for the first six months, until he/she is up on their feet and/or free of restrictions.
- 04 **No Restrictive Covenants:** What you come with; you leave with. Simple.
- 05 **Advice in Relation to Restrictive Covenants & Best Practice:** From one of London’s leading restrictive covenant experts. The aim being that we will assist you to de-risk your following and provide practical guidance and advice.
- 06 **Commission Arrangement:** (a) 75% of gross fees in cases incepted by a partner, and where the partner carries out the work; (b) 60% of Excl VAT fees in cases where the partner does the work but where it is incepted by another; (c) 25% of Excl VAT fees where the partner introduces work to another fee earner in the firm; (d) 15% referral commission for non-employment work with other partner firms. These are better than “market” rates.
- 07 **Introduction Commission:** 5% of Year 1 fees where the partner introduces another fee earner to Constantine Law.
- 08 **Share Scheme:** To be put in place in the near future and to provide a meaningful “upside” on the disposal of the firm (to be discussed further).

No other firm in the UK offers this range of benefits and these commission rates. No other firm offers a commission advance. This is about you: de-risking the proposition so that you can prosper.



Support services

In return for an agreed commission percentage, Constantine Law provides the following:

- 01 **Getting Started – Supporting your Practice**
- SRA registration & Compliance
 - Professional indemnity Insurance from a regulated firm
 - Full IT set up from our dedicated IT resource, support and back-up
 - Client onboarding and AML checks
 - An emerging employment law brand, developing and evolving all of the time, to support your client and marketing initiatives
 - A genuinely collaborative approach: team dial-ins; joint-partnering to win work; team trouble-shooting
 - Awards Submissions
 - An intuitive CRM system and guidance about how to optimise it
 - Branded template documents and emails
 - “Launch material” – press releases, pdfs and business cards
- 02 **Managing Your Practice – Day to Day**
- PA and para-legal support from an experienced team
 - Billing, bill chasing and “financial hygiene”
 - Telephone answering and call forwarding
 - Document archiving and secure storage
 - 50% Clubhouse/other meeting room membership
 - Conference call facilities
 - PLC access
 - ELA membership & CPD training
 - PSL support from two dedicated, senior employment lawyers
 - Quarterly retainer bulletins
 - Regular email bulletins
 - Events at the Clubhouse and with sector partners
 - Pitch and proposal support: we will attend meetings to ensure that you win
 - Press support from a dedicated press officer
- 03 **And Long Term...**
- Be part of a growing team of: 11 x employment, regulatory and business immigration lawyers and growing...
 - Assistance with LinkedIn profile, article writing and active PR and comms support for your practice to promote your brand from one of the UK’s leading legal press experts. See the “News” page of our website for all the recent articles.
 - Support from essential service providers: HR consultants, corporate lawyers, employment tax, health & safety
 - Get to shape a business: in terms of its profile, new ideas, new initiatives
 - Be part of the future: we are lean, we are agile, we execute new initiatives quickly. The modern world is all about speed of response and ability to adapt. You will do that at Constantine Law.



Our vision

We want our lawyers to prosper, to do good work and to have fun. We want them to spend more time with their families and loved ones. We foster a flexible working, family-friendly culture. (This model is great for working parents). We treat our lawyers like grown-ups: we don't interfere, and we support them when they ask for it.

Our lawyers are genuinely self-employed with none of the controls of the modern LLP. Thus liberated, our lawyers tell us that they are more motivated to get work. A recent joiner described it as "empowering." The commission arrangements are attractive and incentivising. They are also transparent: there is a direct correlation between effort and earnings.

We are looking for entrepreneurs who are excited by the prospect of striking out, running their own business (and being in control of the money-flow) but supported by a collaborative working culture. If this prospect excites you, then we'd love to hear from you.



Constantine Law is a limited company registered in England & Wales, number 09374849. Constantine Law is authorised and regulated by the Solicitors Regulatory Authority, number 621097.

