



BECOME PART OF OUR STORY.

Progress your career with a highly
successful, forward thinking firm where
colleagues and clients always come first.



WHY JOIN ELLISONS...

Whether you are just starting or looking to progress your career, we are always looking for talented individuals to join our team.

We seek to recruit the best people to strengthen our existing teams, offering the opportunity to develop your career in a friendly, open and supportive culture. We invest in, and are keen to retain, our people.

Here's a bit of insight into what we are all about.



OUR VALUES

At Ellisons, our values are embedded in everything we do. We call it 'the Ellisons Way'. They form a basis for how we work, they help us set our goals for the year ahead, and help us drive our actions; so we stay focused on what's important to us.

Our core values can be simply described:



We place our clients and colleagues at the centre of everything we do

Our colleagues are at the heart of our business. We do all we can to support and develop them in their careers and on a personal level; ensuring that we do all we can to focus on health and wellbeing.

We pride ourselves on our customer service and offer all our colleagues support and training in every aspect of client care. We will always provide the best service possible, which means we focus on the relationship with our clients and act as their Trusted Advisor in all aspects of their life.



We work together as one team and we have fun

We pride ourselves on the closeness and integration between all our departments and offices, despite the fact we are a growing firm. Whilst having a very clear management structure, Ellisons is not hierarchical, is very relaxed and we believe that everyone within the firm contributes to making the firm a success. By bringing experts together from across the firm, we work collaboratively on matters that span across different specialisms, making the clients' experience seamlessly joined-up.

We employ very talented people who love what they do, but we don't take ourselves too seriously! We celebrate our colleagues' hard work, and we support each other. We enjoy life! - inside and outside of work. We also work with complete flexibility. Colleagues work from home and in the office in a way that suits them, their team, and their families.



We recruit, develop, and support talented individuals

We are committed to our colleagues, nurturing our talented people and invest in them and their future with us, believing everyone should have a personalised development plan. We run an annual learning and development programme that is open to everyone and offers a wide range of opportunities to colleagues. The 'Ellisons Academy' is designed specifically to support colleagues in their chosen career path, helping people prepare for promotion when the time is right for them. We offer professional development qualifications alongside offering solicitor apprenticeships, CILex qualifications and Trainee Solicitor programmes.



We engage with our community; we care about its future and help it prosper

We are committed to supporting the local community through the work that we do, our chosen providers and other engagements. Our colleagues pride themselves in their involvement in the community. So many of our clients run local, family-based businesses, and providing them with the support and advice that they need is very important to us.



OUR BENEFITS

We offer a wide range of benefits to our colleagues and it's growing all the time! We prioritise our people, which means when you become a part of our team you will receive a generous holiday entitlement, life cover, income protection, access to a health cashplan, discounts on shopping and gym memberships, an employee assistance programme and performance related pay. We look after our colleagues and want them to be healthy, happy and secure.

✔ **Group Life Assurance Scheme**

A Group Life Assurance Scheme is there to provide peace of mind to our colleagues. The cover is 3x salary and also includes telephone and face to face bereavement support and counselling.

✔ **Group Income Protection Scheme**

This scheme is designed to provide protection for our colleagues, who are unable to work due to long term illness or injury. We look after our colleague's welfare as best we can, both with individual support as well as financial stability when it is needed the most.

✔ **Pension Scheme**

We operate our pension on a Salary Exchange basis, which is a flexible, tax efficient way of contributing to a pension fund. Colleagues save National Insurance (NI) on pension contribution, benefit from immediate tax relief and receive a top up by way of a further NI.

✔ **Health Cash Plan**

A Health Cash Plan is there to help colleagues manage everyday health costs by offering re-imbursement on a range of treatments, including dental, medical consultations and physiotherapy.

In addition, our policy includes a Virtual GP Service so that colleagues can access a video consultation with a UK based GP directly from your smartphone or tablet. Colleagues have access to a GP when at home or at the office, without waiting days or weeks for an appointment.

✔ **Employee Assistance Programme**

Colleagues get confidential support and advice with this programme, in relation to Financial Wellbeing, Mental Wellbeing and Physical Wellbeing.

✔ **Performance Related Pay**

Performance gets rewarded. If the Firm achieves its' goals, then we share that success across the Firm, recognising that it's a team effort and good performance is appreciated and recognised.

OUR DEVELOPMENT

Investment in and development of our people, we believe, makes us the Firm we are. Below are some examples of what we do to help our colleagues continue to learn and develop, so they can provide the best possible service to clients:



Learning & Development Programme

We run a range of development opportunities over the course of the year through our Learning & Development Programme. This covers all aspects of people skills training in areas such as leadership & management, customer service, networking skills, mentoring and motivating teams. It also offers a wide range of wellbeing and business systems training sessions that are conducted in person and virtually.



Professional Qualifications

As well as the usual legal professional development, we offer various professional qualifications. We offer various routes through to professional qualification, via our CILex programme, our Trainee Solicitor programme and our Apprenticeship programme. There will always be a method of learning available that works for the individual.



Mentoring Programme

We believe that 'on the job' support is just as effective as structured programmes. Internal mentoring is a great way to offer support, a sounding board, advice, and guidance to our colleagues. We also offer support and training to help develop our colleagues who are in mentoring roles.



The Ellisons Academy

We provide direct career progression support and development through the Ellisons Academy. We know what we want and need from our people, so that they can succeed both for the Firm and for themselves. Our internally designed, tailored programme will help them get there.

JOIN ELLISONS



Browse all our current vacancies
www.ellisonssolicitors.com/careers



Or email your CV to
recruitment@ellisonssolicitors.com



 **Ellisons** Solicitors