

HCR FLEX

For In-House Legal Teams

Flexible and dynamic legal resource
solutions for busy legal teams

hcr law

About HCR Law

As an award-winning 'Top 50' UK law firm, we provide the full range of services that you would expect to organisations, business leaders and individuals. We are entrepreneurial in our outlook, so we're flexible and responsive to the needs of our clients, delivering the best outcomes for them.

We have more than 1,000 lawyers and support staff, including more than 180 partners. Our annual turnover is over £100m. Our roots go back to 1796 in Cheltenham and 1904 in Worcester, when our predecessor firms were founded. Our growth has been in response to client demand, and we have 13 offices in England and Wales, including an international HQ in London.

Clients value our honesty and our friendly approach, and we've been awarded the Law Society's Lexcel quality mark in recognition of our compliance and client care standards.

We truly partner with our clients and demonstrate our genuine commitment to them and what they're trying to achieve in all that we do. We are pragmatic and won't 'sit on the fence'. Clients have confidence in our advice because of our experience, specialist expertise, and the relationships we build with them.

Here to support in-house legal teams

We work with general counsel, heads of legal and senior in-house lawyers (or those responsible for legal teams) to help you navigate the pressures and challenges you face when running a busy in-house legal department.

What is HCR Flex?

HCR Flex is our specialist flexible, in-house legal resource service designed specifically for leaders and busy legal teams who need immediate, tailored access to experienced commercial lawyers. Whether you're managing recruitment gaps, sudden workload spikes or require specialist expertise for critical projects, HCR Flex delivers agile, cost-effective interim legal support without the expense or long-term commitment of permanent hires.

We understand the daily pressures faced by in-house lawyers, from high volumes of work and tight deadlines to budget constraints and limited resources. We also understand it is difficult to assess how much or for how long you need legal support. These challenges have driven demand for smarter, more agile legal resourcing solutions.

HCR Flex offers immediate access to skilled commercial lawyers who seamlessly integrate with legal teams, on-site or remotely, delivering high-quality, sector-specific advice across areas such as commercial contracts, regulatory compliance, governance, intellectual property and dispute resolution. There is never a minimum term and you can always dial up or dial down the service as and when you require.

Unlike many flexible legal resource providers, HCR Flex is delivered exclusively by our own HCR lawyers. We never use contract lawyers or external agencies, ensuring that every client benefits from the expertise, continuity and quality assurance from our own internal lawyers.

Key HCR Flex benefits at a glance

- No minimum term. Use it for as little or as long as needed
- No retainer fees or fixed commitments
- Legal support mobilised within five business days
- Tailored to the level of seniority and expertise you require
- Over 50% savings compared to traditional hourly billing
- Seamless integration with your existing legal team
- Fixed, predictable rates with transparent pricing
- Access to exclusive Flex discounted services across HCR Law's full range of expertise
- HCR Flex is delivered exclusively by our own HCR lawyers and internal team.



HCR Flex redefines traditional legal resourcing by offering:

- No minimum or fixed term. Use it for as little or as long as you like
- Flexible, cost-controlled arrangements. with no fixed contract lengths or retainer fees
- Additional legal capacity without the cost or risk of increasing permanent headcount
- The ability to instantly scale legal support levels up or down to manage fluctuating workloads, ensuring you only pay for what you need, when you need it.

HCR Flex is particularly valuable for legal professionals and their teams who face:

- Recruitment delays
- Temporary spikes in workload or complex projects requiring extra resource
- Skill set shortages that demand specialist expertise
- Absences or unexpected departures which need immediate interim cover
- Legal function transformation or operational challenges
- Budget pressures affecting permanent hires.

Organisations seeking:

- Flexible, scalable legal resourcing without permanent headcount increases
- Seamless integration of interim lawyers with existing teams
- Access to broad commercial and sector-specific legal expertise.

“ HCR Flex has helped to support the Poundland in-house legal team with unexpected increases in workload by providing expert legal advice at short notice. Gurinder has been a constant support for the team and the business generally. Hardeep Atwal, General Counsel, Poundland ”

By your side when you need us

Our clients don't see HCR Flex as external counsel, but instead as an extension of their in-house legal team.

We provide trusted, commercially savvy advice that empowers legal leaders to navigate challenges confidently while maintaining business momentum. Many leading brands have benefited from the HCR Flex model and value our specialist commercial lawyers for their ability to embed quickly and deliver tailored solutions in real time.

We understand that every legal team's needs are different and constantly evolving, so HCR Flex offers a range of flexible support options designed to scale with your business demands.

Whether you require short-term cover, project-based input or ongoing legal capacity, our service adapts to provide exactly the right level of involvement, without long-term commitments or inflated costs.

Our flexible secondment model reflects how modern in-house teams work today, offering a mix of on-site and remote support, access to specialist expertise and cost transparency.

HCR Flex options include:

- **Interim Flexible secondment** – On-site or remote legal support to cover absences, workload spikes or special projects. Our experienced lawyers integrate quickly, ensuring continuity without the cost or commitment of permanent hires
- **Mixed secondment** – Flexible access to multiple solicitors, managed through a single contact, providing diverse expertise efficiently and at a fraction of traditional legal costs
- **Retained service** – Fixed cost, ad hoc advice, ideal for teams needing occasional support under seven hours a month. No hourly billing surprises, just cost control and certainty.

Why choose HCR Flex?

Better value

- Fast access to practical legal advice, saving you both time and money
- Dedicated solicitors reserved exclusively for time in your business
- Flexible plans with discounted rates reflecting our partnership, so you can switch between support levels as you need
- Premium expertise at significantly lower cost – with greater discounts the more you engage with us.

A dedicated point of contact

- Fast-track access to specialist legal advice across our 11 offices and 880 professionals
- A dedicated relationship manager and single point of contact who supports you at every stage, ensuring seamless communication and continuity.

Greater certainty and control

- Tailor your legal support to fit your budget and workload with clear, controlled pricing
- Book your support in advance, receive transparent monthly invoices and quarterly reconciliations
- Flex your support level up or down as needed.

Expertise exactly when you need it

- The right expertise delivered promptly, from day-to-day advice to complex due diligence and project support
- Fully briefed lawyers ready to hit the ground running.

A strategic and proactive partnership

- As we get to know your business, we'll act as your eyes and ears, anticipating challenges and helping you navigate potential risks before they arise.

Access to wider HCR Law expertise

- As well as a dedicated commercial lawyer, you'll get fast access to our specialist legal services, spanning corporate, M&A, banking, dispute resolution, employment, property and more – all at preferential discounted rates.

“ HCR Flex is a highly effective legal support solution for Roxel. The team regularly provide focused solutions in a timely manner at a cost-effective price. Adrian Banks, Managing Director, Roxel Group ”



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