

A man with a beard, wearing a blue suit and tie, is smiling and holding a white mug. A woman with long dark hair, wearing a black blazer, is also smiling. They are sitting at a wooden table with a potted plant in the foreground. The background is a blurred office setting with brick walls and plants.

**Your Future at  
HCR Law**

**hcr law**

# THE LAW FIRM WITH A PASSION FOR PEOPLE

## Our *commitment* to your growth is unwavering



As the Managing Partner of HCR Law, I am delighted to introduce you to our dynamic and ambitious firm. We pride ourselves on being **an energetic team** with an **entrepreneurial spirit** at our core. This mindset has fuelled our remarkable journey, propelling us into the ranks of being a Top 50 UK law firm — a testament to our relentless growth ambitions. Our success is driven by our ability to attract and retain top talent across the firm.

At HCR, we believe in the **power of collaboration**. Here, no one works in isolation. We have cultivated a truly collaborative environment where our lawyers are supported by an exceptional team of business service professionals, ensuring you have everything you need to excel in your role. This synergy ensures we have leading support functions across the firm, and allows you to focus on what really matters.

Our **commitment to your growth** is unwavering. We want you to take charge of your career, and we are here to match your energy and enthusiasm every step of the way. With our robust learning and development frameworks, mentoring schemes, and opportunities for international secondments, we offer you the chance to expand your horizons, both personally and professionally.

My **personal philosophy** is simple: we want you to grow with us. We ask ourselves three key questions in everything we do: Is it the right thing to do? Does it make commercial sense? Does it help grow our people? If the answer is yes, we know we're on the right path.

HCR has been my passion for many years, and I hope that as you explore your journey with us, you'll discover why.

We hope you **trust HCR with your career**.

Rod Thomas

Managing Partner



# Facts about HCR

- ◆ A **Top 50** UK law firm
- ◆ More than **1000+** people
- ◆ **180+** Partners
- ◆ **13 offices** across England and Wales
- ◆ A rich history dating back to 1796 in Cheltenham and 1904 in Worcester
- ◆ We've raised over **£2m** for local charities
- ◆ We've been ranked as **one of the top three most active deal makers** by Experian, nationally, for the last two years
- ◆ Recognised as one of **The Times Best Law Firms** for 2026
- ◆ We are **independent** and **financially strong**
- ◆ We help over **5,000 private clients** with the moments that matter to them each year.







# Is joining HCR the smart move for *you*?

## Why join HCR?

HCR suits people who love a challenge and want to work in an environment where careers thrive off the back of hard work and personal merit. Our people enjoy feeling part of something bigger than themselves, and whilst our clients drive our development, it is our people who bring their energy, enthusiasm, and entrepreneurial mindsets together to solve problems and help our clients succeed.

### **Come and find out for yourself what we're like.**

The firm's stellar growth, ambition and energy means that HCR is the perfect place to grow your career and practice.

Each office has its own unique community and personality within the firm's overall culture, which enables you to be your authentic self and find your feet within a growing, large organisation.



# Will you *love* your HCR experience?

Our people tell us they enjoy working on good quality, interesting matters from a wide variety of our clients, because it provides the experience they want to develop their careers.

At HCR you are empowered and trusted. We will give you responsibility early, the mandate to make things happen and we'll back your good ideas.

We stand by being 'the law firm with a passion for people'. We live and breathe this every day throughout the firm as our peoples' energy and sense of fun create a warm environment in which to thrive.

**"Working in a firm with great energy, resources and an open mindset results in great personal development and career opportunities, a strong culture and firmwide success that we all enjoy."**

**Partner**



## Hear from Harry Bengough

Harry is Head of Banking and Finance, and our London office. Having joined HCR in 2014 as an Associate, he shares his career and personal journey.

The firm took a risk in hiring me. When I joined in 2014, I was a three-year PQE associate, I had just taken a year out from law, and the finance practice at HCR Law was very much in its infancy.

I had wanted to join a firm with the ambition to grow and think differently. My previous firm was too bureaucratic and rigid to properly support my ambitions but HCR were willing to take a leap of faith and back me to help me achieve my goals – it was part of the culture.

I knew I'd made the right choice during the early part of my career here. I regularly travelled around our offices which gave me a great understanding of how HCR worked, but more importantly I saw clearly that same culture ran throughout the firm.

My career progression was tailored to me, and I was given the tools to achieve whatever I wanted to. This is still the case today – the Partners are always available to sit down and talk about what your career can look like. Not all careers are the same – and nor should they be.

From a personal perspective, the firm also supported me as my wife and I started a family, just as I became Partner. I've always had people to turn to for advice when the going got tough.

On the face of it, the firm is completely different to when I joined. We cover more regions, the quality of work has gone up and we're nearly triple the size. Our fundamental principles of dynamism in the market, culture and entrepreneurship remain, however. We make decisions quickly, foster team spirit and have the ability to take advantage of opportunities.

The future is certainly bright; there is no end of enthusiasm for growth and development in new areas. When you see what goes on at the firm it really is incredible. With the world changing, the way we advise our clients will have to change. I can only see HCR playing a vital role in that.

In terms of my role today – I head up the Banking and Finance Team and the London office. There's no end to the opportunity the London market presents. It's my role to support the team the best I can so they can continue doing the amazing things they do every day. I know the best talent will continue to join us on the journey. There is a compelling reason to do so.



#HCRLife





# Ready to grow your *career* with HCR?

HCR's growth constantly creates opportunities for people who want to go places and make a difference – your career plan can become part of our growth plan.

At HCR you can expect to work with friendly, energetic, ambitious people, who love getting stuck in to a client problem, and enjoy celebrating a good outcome. Our people value the sense of community provided by the individual personality of each office and the collegiate approach across all our service and sector teams.

## Will the reality live up to *your* expectations?



We want you to judge us by our actions, rather than our words. However in the meantime throughout this recruitment overview, you'll discover stories from various HCR team members across different parts of the business, sharing their unique career journeys with us.

### Here are some snippets from people across HCR.

"I'm most struck by how genuine everything is at HCR – they do invest in their trainees and are really friendly, open and willing to answer my questions – it is a warm atmosphere."

#### Trainee

"I was concerned about whether I would fit into a large firm. I do. Everyone is approachable and I have been made to feel valued."

#### Associate

"People take the time to listen and meet you in person, they want to problem solve and improve things when needed, plus they are really energetic."

#### Head of Team

Want to find out more? Just search #HCRLife on LinkedIn to see the latest posts from members of the team.



## Hear from Syed Alam

Syed is Head of Real Estate Healthcare. Having joined HCR in 2009 as a Paralegal, Syed shares his personal story that led him to become a Partner.

While studying for my LPC in 2008, I applied for work experience at HCR, as having grown up in Worcester I knew it was the biggest firm in the city. What I noticed immediately was the incredible energy and how excited everybody was about the direction the firm was travelling in.

Having thoroughly enjoyed my week of work experience, I was offered the opportunity to come in once a week to gain further experience, which I thought was extremely kind and supportive of the firm. When I was offered the opportunity to interview for a paralegal position at the firm I was thrilled as I knew HCR was on a journey to becoming one of the leading firms in the country. To this day the firm retains the energy and entrepreneurial spirit it had back in 2008.

I joined as the first practicing Muslim. From the very first day I joined everyone was incredibly welcoming and considerate of anything I needed to allow me to observe my daily prayers and attend Friday Prayers at the local mosque.

The firm created new opportunities for me to develop including leading the Real Estate Healthcare team and the India Hub – which has allowed me to develop specialisms in a sector and international work. I was supported in achieving each and every promotion leading up to Partnership, by following a clear pathway for career progression, and have been provided with all the opportunities, platforms and guidance required to continuously grow – both professionally and personally. This is the case even after more than 15 years.

HCR is a multiculturally diverse firm where regardless of your background anything is possible. One such example of this was in 2016, when I won Worcestershire Law Society's Young Solicitor of the Year award. For the son of an immigrant who travelled to the UK from Bangladesh in 1962 without a penny to his name, to go on to receive such a recognition was an honour for my family – and one which would not have been possible without the support of the firm.

Another moment which stands out for me was my promotion to Partner. This achievement has inspired many others who are from an ethnic minority to dream big.

I am so excited to see where we are in another 10 or 15 years' time – I have no doubt the firm will continue to grow and develop at the rapid pace it has done since 2008.



#HCRLife



# Where will *you* work?

With 13 offices stretching from Cardiff to Norwich, we provide full-service legal support across England and Wales - wherever our clients are based. Our roots date back to the 1700s and our growth has been in response to client demand for a different type of law firm.



- |                          |                          |
|--------------------------|--------------------------|
| 1. <b>Birmingham</b>     | 8. <b>Northampton</b>    |
| 2. <b>Cambridge</b>      | 9. <b>Norwich</b>        |
| 3. <b>Cardiff</b>        | 10. <b>Shrewsbury</b>    |
| 4. <b>Cheltenham</b>     | 11. <b>Thames Valley</b> |
| 5. <b>Hereford</b>       | 12. <b>Worcester</b>     |
| 6. <b>Leamington Spa</b> | 13. <b>Wye Valley</b>    |
| 7. <b>London</b>         |                          |





# What will *your* team be like?



## | Banking and Finance

Our Banking and Finance team have the network and experience to deliver the lending solutions needed for companies across the UK and internationally. The team also find debt providers for clients and the finance deal they need to get their project over the line.



## | Dispute Resolution

Our Dispute Resolution team is made up of tenacious litigators. When a dispute arises, the team provide clarity on the issues at hand while helping to formulate a strategy to move forward. We fight on behalf of businesses and individuals to get the best result possible, keeping things out of court if we can.



## | Commercial, IP and IT

The Commercial team, incorporating intellectual property and technology, steer clients through everything from day-to-day commercial matters to contracts, agreements, risk management, and asset protection. The team help to limit liabilities through creative, comprehensive, watertight agreements that are tailored to individual businesses. Our top clients include Morgan Motors, Poundland and Safran.



## | Employment, HR and Immigration

Hands-on and people-focused, the Employment and Immigration team provide strategic advice to employers, supporting them through tribunals and empowering them to make the right decision for their employees and their businesses. The team also finds solutions to immigration problems, interpreting the rules and working to ensure the right talent is found from anywhere in the world.



## | Corporate

Getting deals done is at the heart of our Corporate team. Whether we're advising clients on a restructure, merger, acquisition or sale, we don't sit on the fence. We'll provide our clients with a clear view of the risk – and the opportunities – to make the right decision.



## | Family Law

Family law provides a fascinating insight into the lives of our clients. The Family Law team – one of the largest and most experienced in the country – cover every aspect of family law, from planning for and protecting the future, to standing side-by-side with clients through divorce proceedings. We also mediate for couples and deal with child and parent law.





## **International**

With links across the world, our International team work alongside businesses operating across borders. We have specialist expertise and collaborative relationships in Australia, Europe, India the Middle East and North America, and have started a secondment programme to a number of these locations.

A bright, diverse team, we help ambitious businesses forge paths across the world.



## **Insurance, Risk and Regulatory**

Regulation is at the heart of business. Our well-established Insurance, Risk and Regulatory team have unrivalled experience, meaning we help clients deal with investigations and prosecutions in all scenarios. Practical and client-focused, the team provide insightful and innovative advice across the board.



## **Private Client**

A passion for people is at the heart of our Private Client team. They help everyone from those planning for retirement, to those passing on their wealth in tax-efficient ways. Our private client solicitors work with a range of individuals and business owners, amongst many more, to help ensure their future, and that of their families, is protected.



## **Real Estate**

From schools, City of London offices to mixed-use regeneration developments, our guidance is valued across the board. We support our clients with buying and selling commercial properties at all stages of the deal, including the planning stage, sourcing funding, project delivery and disposal of real estate.



## **Residential Property**

Buying or selling a home can be stressful, whether you're a private individual or an investor. Our Residential Property team guides our clients from start to finish, ensuring a smooth process.

Our team stays updated with the latest property law to provide accurate advice. Our experienced team handles all aspects of residential property, from sales and purchases to remortgages, transfers of equity, and lease extensions.



## **Restructuring and Insolvency**

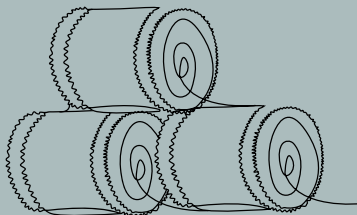
The Restructuring and Insolvency team offer a lifeline to businesses in troubled waters. We find the best way forward regardless of the problems they're facing, providing a fresh start and safeguarding jobs where we can. The team work across all sectors and industries alongside insolvency practitioners, lenders and individuals.



# Our sector expertise

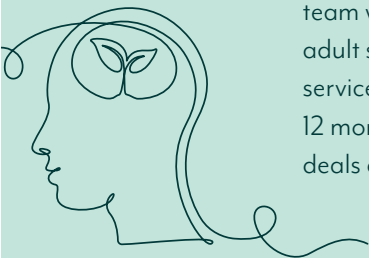
## Agriculture, Environment and Estates

Recognised in the top tier of Legal 500, our extensive Agriculture, Environment, and Estates team is one of the largest in the country. We are immersed in agriculture and we often ‘walk the land’ with our clients to better understand their business and family dynamics.



## Healthcare

HCR plays a leading role in the sector, with members on the boards of key associations. The multi-disciplinary team work with a range of clients from adult social care providers and children’s services to dental practices. In the past 12 months, the sector has completed deals close to the value of £250m.



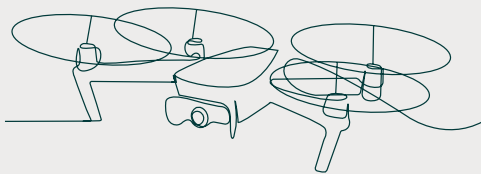
## Financial Services

We provide expert advice to banks, lenders, businesses looking to raise finance and others in the financial services sector, to help them leverage their position.



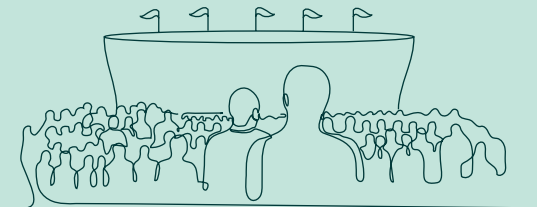
## Defence, Infrastructure and National Security

HCR’s Defence and Security sector supports SMEs across the supply chain. We hold the Defence Employer Recognition Scheme Gold award for our commitment to the defence community.



## Sports, Media and Entertainment

Our Sports, Media, and Entertainment lawyers specialise in helping clients achieve their strategic aims, from negotiating commercial rights for arenas to supporting artists in leveraging value from NFTs. We’re the Official Legal Partner to Northampton Saints - the Rugby Union Gallagher Premiership champions.



## Education

For over 50 years, HCR has been a leading adviser in education law, gaining a national reputation. Today we are trusted by over 300 educational establishments from Independent Schools and Academies, to Universities.



## Charities and Not-for-Profit

Ranked in the top tier of Legal 500, our team works with over 400 charities and not-for-profit organisations, reflecting our leading reputation. Our team includes members of the Charity Commission’s Interim Manager Panel.



## Private Wealth

Our Private Wealth lawyers collaborate to provide expert and holistic advice to our clients, drawing on the firm’s cross-sector expertise. Recognised in the Chambers and Partners High Net Worth Guide, our team holds memberships with industry organisations, such as STEP – for lawyers who specialise in family inheritance and succession planning – and Resolution, for lawyers committed to non-confrontational divorce.



## Technology and Innovation

Legal advisers to start-ups, high-growth companies, and international businesses. HCR experts are embedded in tech ecosystems and industry clusters, including cyber, AI, blockchain and crypto. We are frequently invited to speak at national and global tech conferences.



## Local Government and Public Sector

We work with local authorities, government agencies, and public sector organisations on a wide range of matters, offering comprehensive legal services. Our expertise includes advising on mixed-use regeneration projects, judicial reviews and public procurement.





# What does HCR believe, achieve and stand for?

New starters often comment on how friendly and normal everyone is at HCR.

The other thing they talk about is our energy and drive to get things done, to find a way and do it quickly. These behaviours are not those often associated with lawyers, but they matter hugely to us. Many of us left other firms with values and practice that jarred with our belief that people matter. In HCR we've created a culture which reflects our beliefs and promotes the wellbeing of staff in a holistic way.

Our leadership team set out to be different from other law firms and offers people the chance to work in a law firm like no other.

We believe there is room for a different approach and philosophy to running a law firm; one that is founded on trusting and empowering our staff to fully achieve their potential. The traditional hierarchal law firm structure is a thing of the past. HCR began this journey in 2000 and is still on it.

We're proud of what has been achieved to date but there is so much more to do.







#HCRLife

## Hear from Elaine Haines

Business Director, Elaine is based in our Worcester office, and leads the firms Group Services team. From joining as the Business Development & Marketing Director, Elaine shares her experience and progression at HCR.

I remember in my early days, the Managing Partner telling me he was sure that during my time at HCR I'd feel every emotion going, but I'd never be bored. He was right, and as someone who has historically outgrown previous employers, I have thrived at HCR where the pace is as fast as in high growth start-ups, with change constant and progressive.

I joined as BD and Marketing Director in 2017. One thing that struck me back then was how open and friendly everyone was. I was actually a bit suspicious! But I was wrong to be so and ever since, have experienced kindness and humanity I will never forget.

I was backed from the start – even when I wanted to take risks and try new things. When occasionally, an idea has not gone to plan, I'm encouraged to carry on without losing confidence. One of my first objectives was to develop a marketing team with the skills and experience needed to support a firm of HCR's size and ambition. I was given the freedom and resources to deliver for the firm, and this included recruiting a 'number 2' for me, so I could expand my role beyond marketing, as Head of Sectors.

In my view, the only limit on your personal development at HCR is your own ability to grow and adapt. I'm now in the position of Business Director, leading Group Services who share the aim of making the lives of our legal teams easier. Our relentless focus on working collaboratively to improve quality and consistency means our lawyers can get on with their day job of supporting clients.

If you want to work somewhere that encourages ideas, is laser focused on growth, and will support your personal ambitions, HCR is the smart move for you.

“ ”

I have thrived at HCR where the pace is as fast as in high growth start-ups, with change constant and progressive.



# What are HCR people *really* like?

**Authentic and transparent in their communication**

**Collegiate with a holistic perspective**

**Energetic, entrepreneurial, keen to make a positive difference**

## **This means that:**

- We are an eclectic group of individuals, not trying to conform to a stereotype, embracing our differences to improve what we do with transparency and open communication
- We are connected by shared beliefs, rather than rules or structures, with few but important disciplines about how we manage our finances and people. We make connections across teams. Collaborating and thinking of our client as one of the whole firm makes us successful
- Our personal growth comes from having the freedom and encouragement to be entrepreneurial and innovative in a safe space, without fear of blame for failure. We seek to simplify and move quickly. Heads of Teams have autonomy to do this
- We are energetic and want to make a difference, and value success at both a team or firm level. Success is recognised, rewarded and celebrated. Politics does not have a place at HCR
- We care about HCR people and the places we live and work in.

## **HCR leaders encourage these things by:**

- Listening, being available, responsive and decisive
- Caring about their teams, knowing who you are and being alongside you when it really matters
- Understanding that balancing home and work commitments increases productivity and enjoyment of work
- Developing all individuals in their teams, understanding that differences strengthen the firm. HCR leaders do not pigeonhole people and provide many career pathways and routes to Partnership
- Recognising commitment, tenacity, energy and resilience
- Treating you like an adult and expecting you to behave like one
- Delivering on their promises and sharing financial benefits of success. Pay is transparent and fair, and bonuses frequent when performance is strong.



# Learning development & *career* pathways

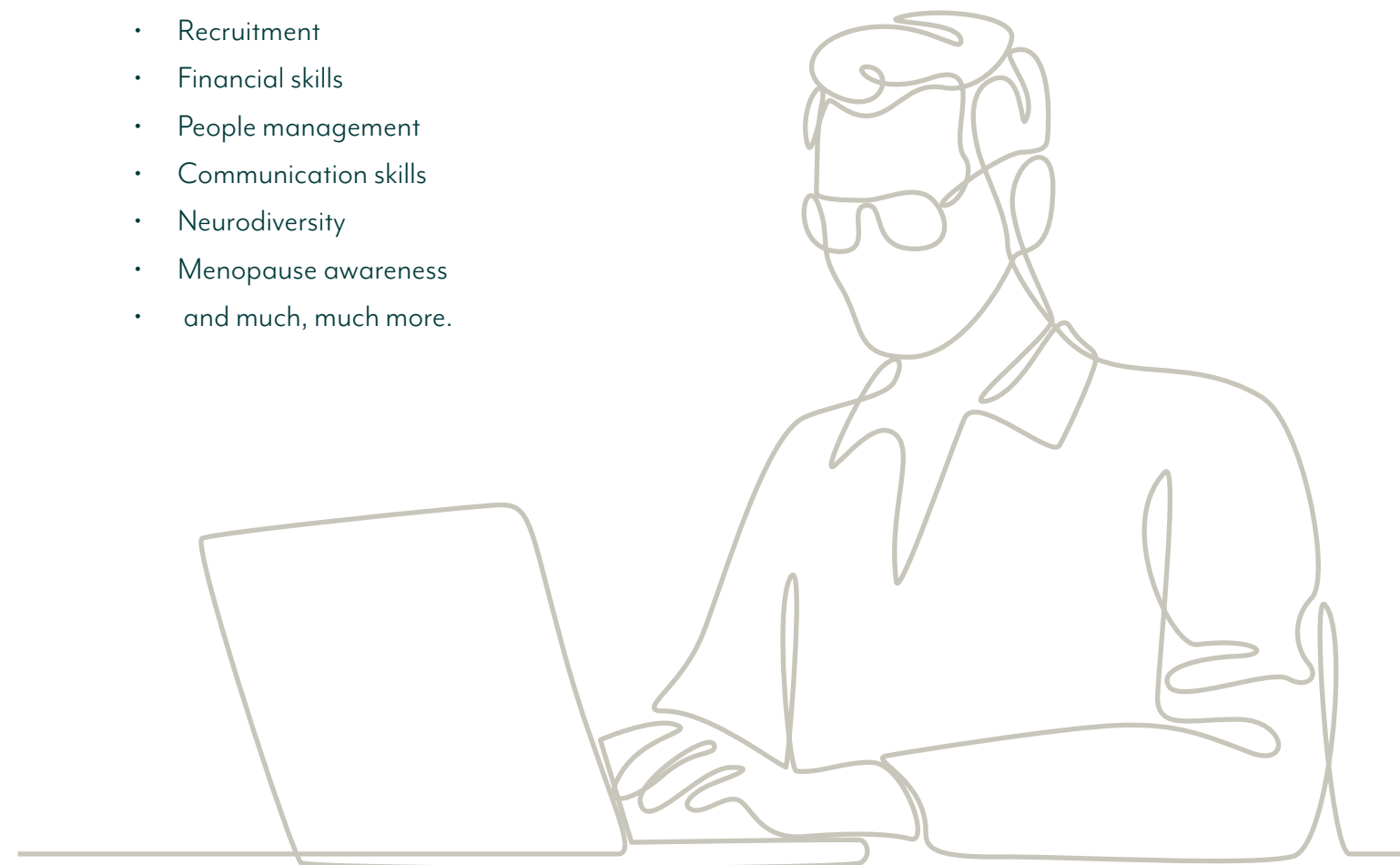
The firm has clearly structured pathways to support you through your career. The pathways are built upon our competency frameworks, ensuring transparency for everyone pursuing future promotions.

HCR provide generous professional qualification sponsorship. These funded or part-funded courses include PSC, SQE, STEP, CLC, CILEx as well as some non-legal qualifications such as CIPD.

## Here are some of our programmes that support all people across the firm

- **Early Career** - We offer multiple pathways into a legal career. We have colleagues following solicitor apprenticeship programmes, SQE, CILEx and more. Our trainee programme offers a supportive environment for those who successfully pass our assessment centre. Trainees attend workshops to help hone their drafting skills, networking and business development skills as well as attending annual events with guest speakers helping our trainees to navigate the transition from trainee to qualified solicitor. Our trainees are actively encouraged to gain hands on experience working with Partners, Heads of Teams and clients; we believe the exposure our trainees get is second to none. However, it isn't always about being in the classroom and learning from the Partners. The paralegals and trainees group, a dedicated group for paralegals and trainees, means you get to meet up and socialise with your peers on a regular basis, strengthening your network.
- **Fast Track** - This programme has been created for those who show exceptional performance and leadership potential. Those who qualify for this prestigious programme will have early access to management development and other learning as well as mentoring and client work to enable them to accelerate their careers. They will also have greater access to Senior Partners and a career and personal development plan curated by the Head of Learning/HR Director and Head of Team.  
  
This career pathway will give solicitors the opportunity to progress to becoming a Partner at an accelerated pace. From qualification, you could be a partner in five and a half years whereas following the traditional pathway this would be seven and a half in HCR, and often longer with our competitors.
- **Post-Qualification Experience** - Career mentoring provides access to senior people in the organisation along with pastoral care and career guidance outside of the traditional line management structure. It is also a great way for us to develop better managers for the future by providing an opportunity for leaders across the firm to understand some of the key career considerations at this pivotal stage. These events are designed to be interactive, giving you a chance to meet group mentors and to get to know each other better. We hope that bringing everyone together in person will help encourage support and networking across teams. These sessions include a mix of guest speakers, group discussions and plenty of opportunity to have access to senior members of the firm who share their career journeys and provide advice and guidance.

- **Maternity mentoring** - We want to make sure that staff feel supported in their transition back into work following this important time in their lives, and enable them to balance their careers and home commitments. We have a group of individuals from across the firm who will act as mentors to those who are returning from maternity or adoption leave. These mentors:
  1. Provide advice and guidance to those who are returning, or who have returned recently from leave and may need some additional support from others in a similar situation
  2. Support a smooth transition back into work whilst trying to balance childcare, work, breastfeeding and sleep deprivation!
  3. Provide an outlet for discussion and to ask any questions they may not feel comfortable discussing within their team.
- **Business Development** - is a requirement for any solicitor. We have created a learning model that aligns with your level of experience to ensure you become confident in the art of BD. These learning sessions are co-designed and facilitated by our Partners and L&D team using real life examples to learn from. You will learn the importance of building your profile in your market, 'cross-selling' and ultimately becoming a rainmaker.
- **International secondments** - We work in partnership with our international colleagues by offering secondments to our junior fee earners (up to Senior Associate) in Ireland, Spain and Australia, with more locations to come! This is an opportunity to experience a legal practice in a different jurisdiction, build your network and see the world with the continued support of HCR.
- On top of these we offer many other sessions to help support you in your role and your personal development, these include topics such as:
  - Recruitment
  - Financial skills
  - People management
  - Communication skills
  - Neurodiversity
  - Menopause awareness
  - and much, much more.







## Hear from Motunrayo Adeeyo

Motunrayo is an Associate in the Corporate team, based in our Northampton office. Sharing her experience which includes a secondment to the land down under with one of the member firms of LawExchange International, Holding Redlich.

My journey started during my vacation scheme in 2015. I remember learning the numbers of employees that have been working with the firm for anywhere up to 30 years and thinking “this must be a great place to work!” Fast-forward a few years and I’ve been with the firm for more than five years.

In 2017, I started my training contract and I qualified into the Corporate team in September 2019. My career since qualification has been truly interesting; from navigating the effect of working from home following the Covid-19 pandemic, to Hewitsons merging with HCR in 2021, to being promoted to associate. My journey so far has been unpredictable, exciting and filled with so many opportunities.

The firm has been extremely supportive in my professional and personal growth by presenting me with circumstances in which I can challenge myself and further hone my skills. Receiving the opportunity to go on secondment to Australia was one such instance.

The firm provides a range of training and development programmes, and a huge part of the culture of the firm is that everyone, including Partners, are friendly and approachable – making it easy to express your needs. It was this culture that first attracted me to HCR, along with its ability to provide an exceptional service to clients.

While on a six-month secondment at Holding Redlich’s Sydney office, I worked in the corporate and commercial team, assisting with a variety of matters from M&A transactions to company constitutional advice. I received support from both firms during my secondment, which made it easier for me to adapt to the Australian environment. The programme gave me the opportunity to explore Australia, along with its rich culture and sights.

Back in the UK, although the firm has grown, its core values have remained the same. The firm continues to employ the best talent, deliver superb legal services to clients and runs various initiatives to support charities and community groups across the UK.

HCR is already a forward-looking firm with a desire to be ahead of the curve. I see myself taking on more challenging legal work and hopefully moving up the leadership ladder as my career progresses. I am confident in the future of the firm which includes more investments in technology, more innovative ideas and a continuous focus on employee recruitment and retention – including more secondment opportunities.



# Smart working at HCR

Smart working focuses on results and outcomes, whilst employing flexible working practices in terms of location and timing.

## Some of the benefits to both you and HCR

- **Increasing collaboration** – our offices have undergone a redesign, with a focus on creating more collaborative workspaces
- **Providing a modern working environment** – we enable smart working by providing the right technology and practice guides, regardless of where you are located when you work, encouraging collaboration with those beyond your immediate physical location, with people who are outside of the office
- **Wider participation in learning** – we provide online and on-demand learning sessions that maximise efficiency and participation, ensuring our people can access better development resources whenever and wherever they need them
- **Valuing face-to-face conversations** – it has been widely reported that people miss their colleagues and value face-to-face interaction. We enable teams to work together with spaces to collaborate, share ideas and learn.

Our implementation of smart working, provides a bespoke and flexible approach, reflecting the individual needs of teams to ensure that our clients' needs are still met. Therefore, it takes into account not only the needs of the individual but also those of the team, clients and the firm.

Our mindset needs to be one of flexibility not rigidity. We avoid set homeworking days so that we remain agile and responsive to our clients' and our team's needs.

We are committed to a results-oriented culture and will focus on the outputs of everyone in their role.

Smart working will be led by your Partner or line manager, allowing us to take account of the differences between service teams and avoiding a "one size fits all" approach. It must work for the business first and foremost.

Supervision and development needs must be considered. If you are supervising others, you must be available to answer questions and contribute to unplanned team discussions.

We are a full-service firm and therefore there are a multitude of factors to consider, including varied roles, nuances of client requirements and differing office environments, therefore we provide a flexible approach to smart working. Our approach allows true flexibility to HCR employees, and supports differences in ways of working between teams in Business Services, Private Client and Group Services. We are clear on what we do not want, which is a fixed, rigid approach.

We have devised a flexible way of working which allows each line manager in the firm to plan a smart working approach that works for the firm, for their clients and their team.







# International opportunities with HCR

We launched the secondment scheme in 2023, with members of the team being given the opportunity to work overseas in Dublin, Madrid, and Australia. As the scheme continues to grow there are many more opportunities in the pipeline, including other destinations worldwide.

The secondment opportunities are provided through LawExchange International. Founded in 1994, LawExchange International member firms possess the local knowledge necessary to help overcome the challenges associated with doing business in a worldwide marketplace by helping clients navigate local laws, economic and business climates and politics.

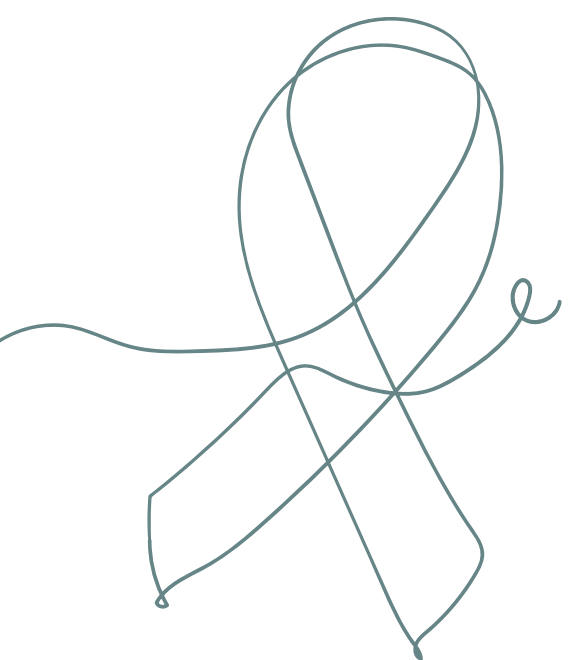
Today LawExchange International has 34 independent law firms spread across five continents and 29 countries.

The secondment programme offers our people the opportunity to deepen their specialist expertise, to experience different cultures and of course stretch their capability as a lawyer working in a foreign jurisdiction.

## Facts about our international secondment scheme







# Charity and community

We've supported the communities we work and live in, via charitable giving and social responsibility initiatives for many years. The nature of the support that our communities value, has evolved over recent years, and so too has our approach.

We recognise that our social responsibility extends to doing all we can to reduce our impact on the climate and protect the environment. To that end, we have committed to becoming a net carbon zero business by 2040.

We ensure that our public sector bids incorporate social value measures. For instance, we commit to creating recruitment and career progression opportunities through apprenticeships and other pathways for our staff.

Each year, we raise thousands of pounds for our chosen charities through various fundraising activities. Here are a few examples:

## Chariots of Fire

This Cambridge event raises over £30,000 every year for the official charity partner. In a typical year 2,500 runners – both athletes and amblers – compete alongside each other in a 1.7 mile relay race.

Chariots of Fire has raised over £1.5m for a variety of regional charities since it began in 1992.

## Supporting local charities

Every year each of our offices select local charities that are close to their hearts and the communities they serve. Throughout the year each office will organise fundraising events for everyone to support.

In every office we excel at eating cake, wearing pink, donating prizes and presents, buying raffle tickets, quizzing, running, cycling, and guessing partner's baby photos – and we raise an impressive amount doing it.

Over the last 30 years, the business has raised a staggering nearly £2 million for these local charities.

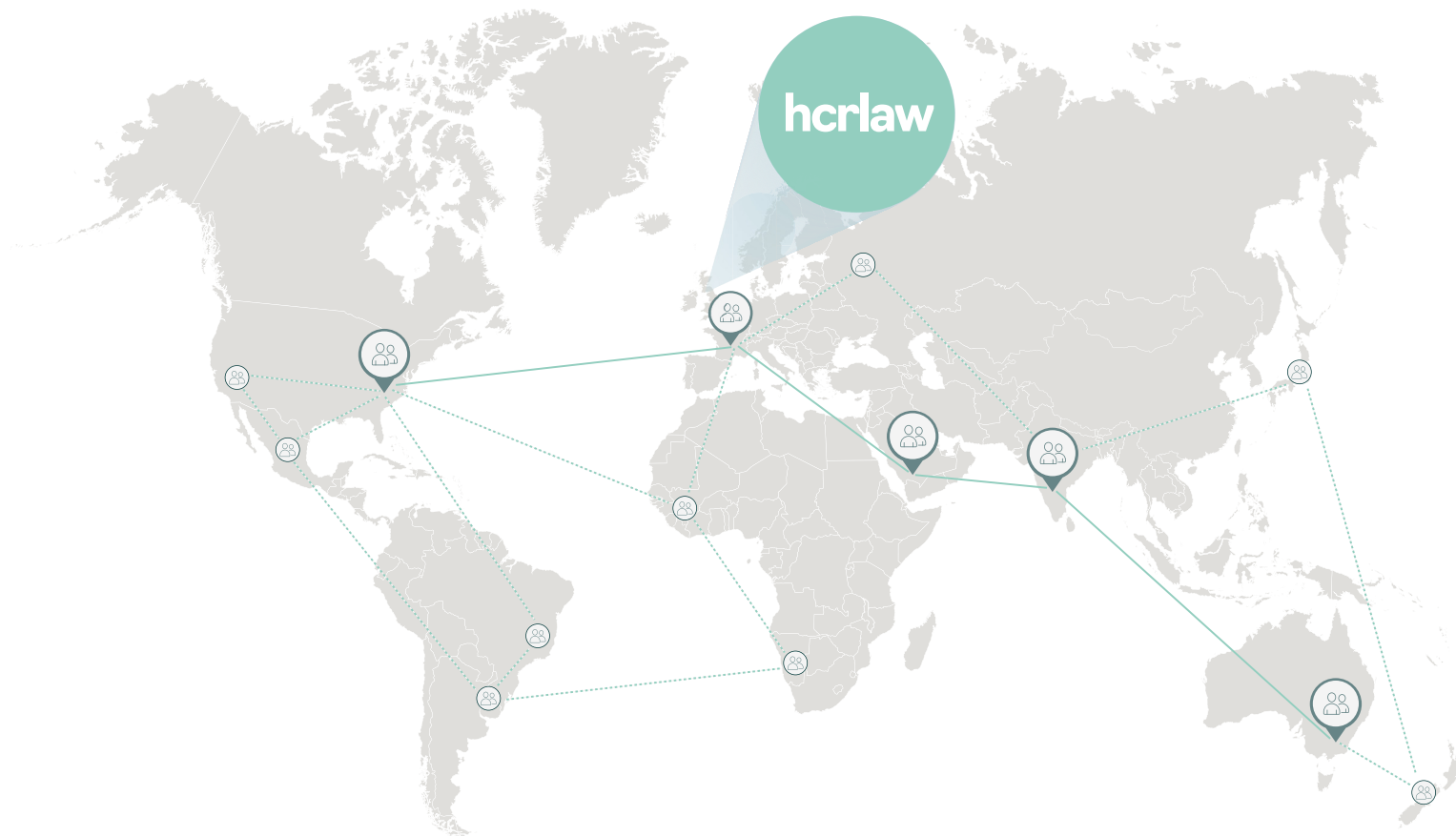
## Payroll giving

The HCR Charitable Giving scheme allows our people to donate to over 237,000 registered UK charities including our own charity - which has raised over £50,000 in the last 12 months.

All donations made via the HCR Charitable Giving scheme are matched by the equity partners.



# A world of expertise



We have specialist expertise and collaborative relationships in Australia, Europe, India, the Middle East and North America, where our relationships with the people and institutions that might affect you are tried and tested.

Our legal, commercial and government connections within those areas are extensive and deep – we work with individuals whom we’ve personally known for years.

Beyond our regions of specialist expertise, we are a member of LawExchange International (LEI), which gives us access to the expertise of 34 independent law firms across five continents and 29 countries. LEI was founded in 1994 by one of HCR’s predecessor firms. The network enables us to obtain reliable and cost-effective advice from lawyers we trust, from Belgium to Brazil and from Turkey to Texas.



**Consistently ranked in the top three across all UK regions for M&A activity**

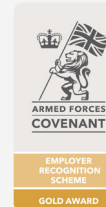
## Awards and accreditations

THE TIMES  
**Best Law Firms 2026**  
In co-operation with statista

TOP TIER FIRM  
**Legal500**  
UNITED KINGDOM  
**2026**

Chambers  
TOP RANKED  
**UK**  
2026  
HCR Law

Accredited  
LEXCEL  
PRACTICE MANAGEMENT  
STANDARD  
The Law Society



EducationInvestor  
Awards  
**2025 FINALIST**  
Legal Advisor of the Year  
to Education Institutions

HealthInvestor  
Awards 2026  
**Finalist**

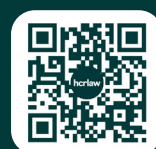
INVESTORS IN PEOPLE  
We invest in people Standard



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