

Partnership opportunities at Jurit

Customised, pragmatic, client-focused, legal solutions

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Thinking about joining Jurit?

Here's what our partners say ...

The world of work has changed and continues to evolve as hybrid working is a way of life for many. Our team members can work wherever works best for them. Unlike many firms who require people to be in the office, at least part of the time, that's not the way we work.

Most of our clients have all been caught up in the challenges that the economy faces and societal changes continue apace. The way in which everyone here at Jurit works means that we were ideally placed to take the business effects of all of that recent change in our stride. More than that, we have continued to grow by welcoming over 20 new colleagues to the firm since 2020.

Alongside our established commercial and corporate work, a new team of private client colleagues joined the firm a few years ago. The skills we have available mean that we can genuinely explain to our clients, 'we can look after you and your business' – and that's really at the heart of the firm we are.

We've all worked at home (or anywhere else we choose), ever since we set up the firm in 2013. Our systems, our client management, our support, everything we do – it's all founded on the basis of virtual working.

That's only one part of who we are though. We have two vital ingredients to our success – an outstanding team of people and an approach to teamwork and collaboration that sets us apart.

Everyone in the firm is an experienced professional. Most of the team joined us from leading City firms, other colleagues have worked in some of the most exacting in-house roles in Europe and we have a support team that's second to none.

We are looking to grow because we know that success breeds success. We want to be joined by people who are attracted by the freedom that we offer, enjoy building their own practice and work collaboratively with likeminded professionals.

Our Partners



Nicola Dudley



Anthony Garrod



Jeremy Glover



Julian Gray



Adrian Hoggarth



Ben Macfarlane



Robert Marcus



Alex Peebles



Jo Summers

The ingredients of working life at Jurit

Flexibility

Not one of the 40 plus of us has the same working pattern. We all enjoy the flexibility of our working model and how individual needs can be accommodated. What really matters though, is that whilst we are all professionals who understand our obligations to our clients, we equally have other things in our lives and it's our job, and ours alone (albeit with the support of the rest of the Jurit team), to get that balance right.

Each of us, individually, has taken control of our own career.

Working where we need to

We can work from anywhere we choose and at any time. Most of us work from home much of the time. Of course, we have easy access to an outstanding suite of City meeting rooms (at Bank) with our regular team meetings nearby.

Key to us being effective in our work is our investment in our IT infrastructure. All of our key systems are in the cloud and are simple and straightforward to use.

Collegiality and team spirit

It is important to us that all our partners understand our values and feel comfortable with them. The culture of the firm is very important to us, collegiality and collaboration being central to that.

Our virtual ways of working mean that we have thought long and hard about making sure we have a strong focus on our culture and teamwork. We've been Zoom aficionados for years.

We are resolute in our view that we do better work together when we know each other better.

Reward

We operate on a consultancy fee model, i.e. you get 80% of whatever is billed and paid by a client on the work you bring into the firm and undertake yourself.

We believe this is a highly competitive package for those with a solid practice and client base when compared to traditional firm models as well as other firms' operating fee sharing models.

For work originating from a partner, and referred to another member of the firm, there is a fee allocation of 20% of income received.

For work that is overseen by a partner (and conducted solely by a consultant where the partner is the supervising partner) there is a fee allocation, to the partner, of 10% of income received.

At year end, profit distribution is allocated using Profit Share Units (PSUs). On joining new partners are allocated one PSU and this can increase over time, related to annual fees, to a maximum of four PSUs.

All partners make a capital contribution which is returned when they leave the firm.

Partners considering joining the firm may wish to bring some or all their existing team members with them. We would be happy to discuss how the above financial and other arrangements might operate in that situation.

Support

Our practical support for partners is something that we are proud of and in which we continue to invest.

Our senior management team is made up of experienced professionals with backgrounds in practice management, people and business development. They work with our partners to ensure that they have the quality advice and support they need, encompassing all aspects of administration, finance, compliance, business development and skills development. We are also aware of the increasing need for excellent IT support and, to enable us to work within a secure environment at all times and provide flexible technology support, we have outsourced this to an excellent provider who has the skills and resources to support us in the UK and throughout periods of international travel.

We spend time with each new partner to agree what will work best for them, both in terms of their integration into the firm and the on-going support they will need. Our ethos is to provide effective solutions for each individual partner – the last thing we want Jurit to be is a machine, albeit some centralised systems are utilised firmwide.

Our partner support includes:

Practice management

- Professional practice management support for each partner
- Case and practice management software, including file sharing (OneDrive)
- PI insurance
- Practising certificate renewal
- Secretarial and admin support
- Technology support

Client financial management

- Straightforward billing software
- Support on all aspects of billing, credit control and financial reporting

Client and business development

- 1-1 expert marketing support in planning new business activity
- Regular client communication content for each partner
- Social media and website support
- Professional support on new business bids and tenders
- First class client meeting facilities, opposite the Bank of England
- Opportunities for collaboration and support for events

Development and training

- Money laundering training
- Compliance training and support
- PLC legal software
- Coaching and mentoring on client development and achieving personal targets

There's more to Jurit than work

We are conscious that in 'conventional firms' the workplace is more than simply a place for work. Jurit is no different in that respect – we just have to be a little more inventive about creating those opportunities to spend time with our colleagues in the firm.

We have a regular JTM (Jurit Team Meeting) with a focus on getting to know each other and learning. The meeting takes place at a central London location and those further afield can access the meeting virtually. We know that not everyone can come to each meeting, but we encourage people to be there as often as they can.

We have a working group approach to managing our business and encourage each partner to be a member of one of these. As well as supporting the firm in key areas of our work (IT, people, business development and finance), informal online meetings are a great way of getting to know colleagues better, through the medium of working on live projects.

As you might expect, we have a monthly partners' meeting which gives partners an opportunity to make key decisions about our business and, as importantly, to work on collaborative initiatives to grow our business. These are supplemented by six monthly awaydays that give us an opportunity to review and update our strategy and the supporting plans.

Beyond that, we are always looking for other opportunities to build strong and collaborative relationships between us. A key event in our calendar is our annual Christmas party where everyone in the firm (and, if they want, their partners) gets the chance to meet up for the evening and enjoy relaxing in each other's company.



Getting in touch

If we've whetted your appetite, then please do get in touch.

The simplest way to start a conversation with us is to contact Lyn Cleaver, our HR Consultant, by either phoning her on 07775 521314, or by emailing her at lyn.cleaver@jurit.com. She will be back in touch in the next 24 hours.

After that, we'll fix up a meeting with one or two of our team. That will give you the chance to ask any questions you have about the firm and how we work. It will also allow us to understand your practice and how it might fit into Jurit.

Joining Jurit

Assuming we both want to go to the next stage, we'll ask you to produce a simple business plan – we find this a really useful way of identifying how we will best work together and how others in the firm can support you.

We will then put a proposal to our partners and finally let you have a membership agreement.

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