



Join Our Journey

Life at Irwin Mitchell



Who We Are

Proud of our past, focused on our future





Susana Berlevy
Chief People Officer

Welcome

Our clients mean everything to us, but we can't achieve anything without you.

Our colleagues are our greatest asset and we're always looking for brilliant people to come and add value to our ever-growing team. Do you fancy being part of an inclusive and supportive environment where everyone can thrive?

We value you for who you are and what you bring.

We operate out of 17 strategically placed offices and offer a wide range of legal and financial services, making us the largest full-service law firm in the country.

Our rich heritage has seen us make huge strides both in the UK and internationally. But we're not resting on our laurels.

We have an ambitious growth strategy and need highly skilled experts to deliver it. We need you.

Our culture can be best summed up by our 'Expert Hand, Human Touch' approach. You'll find that reflected in everything we do.

We believe in providing the best quality service for our clients, in an approachable and caring way.

Retain and attract the best

The average length of time our colleagues spend here is over six years, which is above the industry standard.

We value our colleagues and support them in growing their career with us. We push boundaries to make a real difference to our clients and communities.

We're diverse and inclusive, and we need multi-generational people, from different backgrounds, at different stages of their career. We can't support our clients and our communities without the very best colleagues.

Whatever stage you're at in your career, we'd love to hear from you.

Come and join our journey; the best is yet to come.

Our Heritage

Being part of a business that's thrived since 1912 is something to celebrate.

We've come through two world wars, economic ups and downs, and huge changes in society. We emerged as a strong, trusted brand with values that stand the test of time. We were originally set up in 1912 by Walter Irwin Mitchell, whose focus was almost entirely on criminal law.

By the 1980s, our work focused mainly on personal injury. Our colleagues, including our [Group CEO Andrew Tucker](#), were working on some of the most high-profile cases in the country, including the Zeebrugge ferry and British Airtours Boeing 737 disasters. Through the 1990s and into the new millennium, we rapidly expanded across the country with

tactical mergers and acquisitions. By 2007, we had offices in London, Leeds, Newcastle, Manchester and Glasgow. By 2022, we had offices in Cardiff and Liverpool.

We continue to acquire and merge with high-quality firms. This has helped to cement our reputation as market leaders in personal injury and grow our reputation amongst corporates and institutions and private affluent and wealth management clients.

We know who we are, where we're going and we always strive for better for our clients, colleagues, and communities. Whatever happens in an ever-changing world, our approach will stay the same. **It's who we are and we're proud of it.**



[Learn more about our heritage](#)

Who We Are

We are a great place to work.

Since we were founded, we've helped over one million individuals and businesses navigate life's ups and downs. We couldn't have done it without the hard work of our legal and financial advisors, and the colleagues that support and promote what makes us special.

Our clients are at the heart of everything we do, but we can't support their unique needs without our experts. With over 3,000 colleagues and many consecutive years of growth, we're all part of a successful business with big plans to deliver.

Our commitment to being different goes further than the law. We work hard to make a positive impact in the communities we serve and support our people to achieve and grow.

We deliver success that's built on a relationship of trust and we work flexibly to suit different needs at different times.

With your help, we will grow together.



We're **responsible, inclusive and diverse**



We work **flexibly** so the where and when suits you



We encourage **career progression and growth**



We've supported over **one million clients**



We're committed to supporting your **wellbeing**



We put our **clients** at the heart of everything we do

The Roles We Have To Offer

A role to suit you

Because we offer such a wide range of services, we have roles to suit many unique skill sets. Whatever your specialism, we have a place for it.

To support so many varied clients, we need the very best solicitors, legal teams and financial planners. But we can't succeed without our non-legal colleagues too, including IT, marketing, accounting, operations, and more.

Whether you're talking to potential clients at our contact centre, crunching numbers in our finance team or arguing a case in the Supreme Court, you belong to one big team.

Learning and developing

When you start a career with us, it's a two-way commitment. If you're dedicated and driven we'll help you develop, whatever your role.

We provide on the job training and external training to ensure you have the best opportunity to progress.

Many of our partners started as trainee solicitors, so promotions are a way of life here. We offer [graduate opportunities](#) ranked in the Top 100 by The Times and The Guardian.

Our [training contracts](#) and [work placements](#) could be the perfect start to your career.



The Human Touch

Our colleagues share their stories of life here



Meet Your Future Colleagues

We sat down with people from different backgrounds with different experiences to find out what it's really like to work here. We asked our colleagues to explain why the human touch sets us apart from other law firms.

They spoke open and honestly about their careers, their clients and the work we do in the communities. From progression to personal challenges, wellbeing to working from home, everything is covered.

You can watch all our stories on one playlist by clicking on the video or you can read our case studies [on our careers website](#).

You'll see all of this all on our social media channels by searching for **#LifeAtIM**.

If you like what you see, hear and read then [head over to our vacancies page](#) and **you could soon be part of our team.**





Your Career

Progression, growth and development



A **career** where you can achieve incredible results through two-way commitment, expert guidance and specialist training.

Padma Tadi,
Partner, Employment

Enjoy a long and fulfilling career built around your development.



Our Commitment To Your Career

We want you to thrive with us. Whatever your role, you can be sure of a career that's purposeful, dynamic and rewarding.

Your career really matters to us, and we want to see you grow as we do. Our wealth of experience means you can learn from the best, to be the best.

We provide the tools you need to succeed, alongside the support you need to develop personally and professionally.

We take pride in our reputation for nurturing colleagues to excel, and provide market leading training for a wide range of skill sets.

We're diverse and inclusive, and believe in equal opportunities.
Whatever we want to achieve, we'll make it work, together.

During my 17 years here, I've progressed from being a secretary to a Senior Associate solicitor. This is thanks to the emphasis on career progression and personal growth.



Nicola Handley,
Senior Associate
Solicitor, Workplace Illness



[Watch Nicola's story](#)

Career Progression

Promotions

Our annual announcement celebrate the success of our promoted colleagues. In 2021, we promoted over 100 colleagues.

Internal Opportunities

Our intranet has detailed information on all internal vacancies for colleagues looking to take the next step in their career.

Internal Secondments

In 2021, we developed 280 colleagues by facilitating internal moves and secondments.

Apprenticeships

We run a programme promoting our solicitor, paralegal, business administration and accounting apprenticeships.

I've been here for over 21 years. I started as a paralegal, became a trainee, qualified and was really happy to then progress to a partner. For me, it's a great place for career progression.



Luke Daniels,
Partner, Medical Negligence



[Watch Luke's story](#)

Growth and Development

Mentoring Programme

We help colleagues to secure promotions, progress into new roles and develop personally.

Learning Hub

We provide access to hundreds of learning and development modules to enable colleagues to boost their knowledge and develop new skills.

Professional Qualification study

We've supported nearly 100 trainees who are working towards a professional qualification.

Sponsorships and External Training

300 colleagues are undertaking sponsorship, external training, or studying towards a professional qualification as part of their development.

The real positive of working for the firm is the investment it has in its colleagues and the emphasis placed on growth and development.



Chani Dhaliwal,
Partner,
Serious Injury



[Watch Chani's story](#)

Early Careers

We offer a wide range of apprenticeships and graduate opportunities, so you can learn from the best and get your career off to the perfect start.

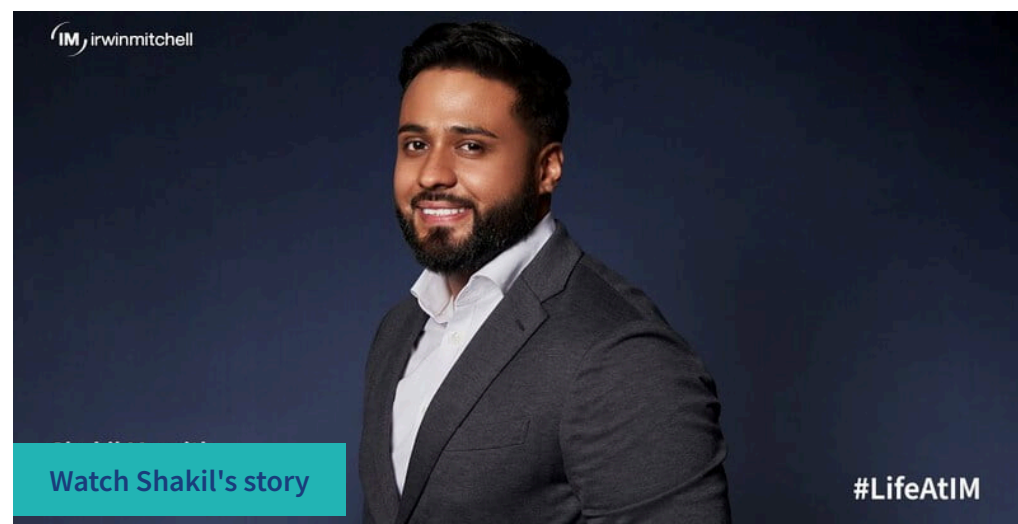
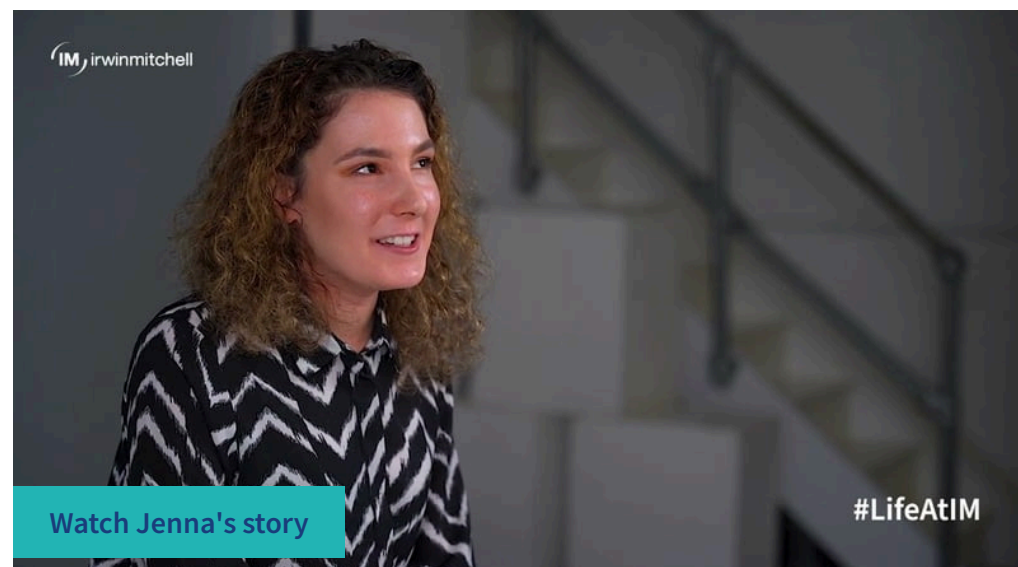
Apprenticeships

Earn while you learn and get a head start on your career with a recognised qualification.

Graduates

Start your legal career here with our graduate scheme, offering training contracts, work placements and more.

Find out more from our HR Apprentice, Jenna Biddle and Trainee Solicitor, Shakil Mumith.





Your Reward

Financial, lifestyle and other benefits



A **reward** package with a range of benefits and experiences to help navigate life's ups and downs.

Ted Powell,
Solicitor,
Commercial Disputes

We feel appreciated for the work we deliver and recognised for our achievements.



Our Commitment To Reward

Whatever your role, our reward package provides a competitive range of **benefits for you.**

Our approach to reward is built around the things you find valuable, dependent on where you are in your life and your career.

Our financial incentives are based on performance, and we have different packages depending on your role and responsibilities.

We recognise each other's efforts through our appreciation schemes, and sometimes send a small gift just to say thanks.

With our volunteering and wellbeing days, schemes to buy extra holidays and discounted vouchers, and generous referral schemes, **you have the freedom to say “yes” to more of life’s moments.**

If you're considering a career here, I'd say go for it. You're rewarded for the work you do and there are so many benefits to enjoy.



Emma Eaton,
Head of Lateral Hire



[Watch Emma's story](#)

Financial Benefits

Bonus Scheme

We reward the contributions that our colleagues make, to deliver our strategy, objectives and targets.

Competitive Pay

Working hard to offer colleagues competitive salaries benchmarked against market.

Pension Scheme

We have a competitive, group-wide pension scheme.

Season Ticket Loans

We offer discounts to those commuting to work by public transport.

Refer a Friend

Great people know great people. We offer rewards for colleagues who help us to fill vacancies.

Discount Services and Wills Scheme

We help colleagues with the cost of legal services after a years' service.

Lifestyle Benefits

Buy additional leave

657 colleagues bought additional leave for the 2023 holiday year. You also get more holiday days, the longer you work with us.

Westfield Rewards

Our reward package offers discounts on insurance, home bills, retail shopping, cinema tickets, holidays, and more.

Discount gym membership

Healthy body, healthy mind. We help with the cost of keeping active to improve physical and mental wellbeing.

Sports team sponsorship

We offer sponsorship for colleagues who participate in competitive sports outside of work.

Cycle to Work

We offer colleagues financial support to reduce the cost of commuting to work by cycling.

Ways to Say Thank You

Colleague nominated cash rewards

Enabling line managers to recognise colleagues who work above and beyond their normal duties.

Thank you gifts

Recognising colleagues for going above and beyond with thank you gifts up to £1000.

Applaud a colleague (peer to peer)

Showing appreciation for our colleagues who bring our values to life.

Long service recognition awards

Rewarding our colleagues for landmark employment anniversaries.

I wrote a report which received great feedback and my manager made sure that I was recognised and rewarded for my hard work. Understanding the impact of your contributions, and knowing you have the full support of your team really matters. ”

Angela Lindley,
Marketing Executive



[Watch Angela's story](#)

Private Medical Support

Medical & Health Cash Plans

Our health scheme allows colleagues to claim cashback on everyday health treatments, including dental, optician, chiropody and other therapy treatments.

Digital GP service

Allowing all colleagues to access a 24/7 online GP service, providing video consultations and repeat prescription services.

Critical Illness Cover

The financial support we provide to your family if you're critically ill whilst employed here.

Private Medical (grade dependent)

Depending on grade, some colleagues are eligible for our Private Medical scheme and can upgrade their cover to include family members.

Income Protection (grade dependent)

Some colleagues are eligible for an income payment during prolonged periods of absence from work due to injury or illness.



Your Environment

Flexible, supportive and responsible



A hard-working
environment that's
flexible by choice,
supporting us to
deliver extraordinary
experiences for our clients
and our colleagues.

Chloe Morgan,
Solicitor,
Medical Negligence

It's inclusive, it's diverse, it's flexible.
Working here, works for me.



Our Commitment To Your Environment

Our aim is to provide you with the very **best working environment, to help you succeed** and deliver for each other, our clients and our communities.

Our agile, flexible and forward-thinking approach creates a positive and fast-paced working environment designed to bring the best out of you.

Whether in the office, at home or on the go, we trust you to shape your day and work hard to deliver success.

We're diverse and inclusive and need colleagues from different backgrounds, with different experiences to help us grow. As a responsible business, we're committed to considering our impact on our people and our planet.

We're friendly and supportive, **and work together to achieve for our clients and meet their needs.**

We have a range of diversity across the business, which allows us to learn from each other. My son, Sam, was born with Down syndrome and he's been an integral part of our family from day one.



Vicky Brackett,
Group Chief
Commercial Officer



[Watch Vicky's story](#)

Flexible by Choice

Work Your Way

We trust each other to do the right work at the right time, in the right way.

Our flexible, hybrid approach allows you to shape your day, balancing life with business needs, whether that's from the office, home or on the go.

The key ingredient to this is trust. Having conversations as a team about when and where you can perform at your best, ensuring clients receive exceptional service, no matter how you work.

Watching the influence of our flexible by choice policy has been great. It's allowed people to live their lives in a much more balanced way. It also gives us another way to learn about our colleagues' lives outside of work, enriching our relationships.



Jeremy Raj,
National Head of
Residential Property



[Watch Jeremy's story](#)

Looking After You and Your Family

Wellbeing

We understand the importance of colleague wellbeing and run programmes and initiatives to support our team.

Employee Assistant Helpline

A confidential, 24/7 support service which provides help for all colleagues on a broad range of challenges.

Westfield Health Drop In

A virtual session with a Westfield expert, who will talk colleagues through the benefits of the Westfield Health Scheme.

Maternity / Paternity / Adoption Leave

Guidance and support for colleagues who have caring responsibilities, or are about to welcome a new child.

Fostering, Surrogacy and IVF support

Support for colleagues who are starting, or already on a fostering/surrogacy journey, or wishing to undertake a fertility treatment programme.

Diverse, Inclusive and Responsible

Stonewall

Benchmarking our commitment to diversity and inclusion with an external, industry-recognised body.

Disability Confident

We've publicly pledged to achieve Level 3 of Disability Confident, the Government's framework for employers, by May 2023.

Halo Hair Code

Protecting employees who come to work with natural hair or protective hairstyles associated with their racial, ethnic and cultural identities.

Volunteering days

Enabling our colleagues to make a real difference within their communities, using their 14-hour annual allowance. 88% of colleagues feel good about the ways we contribute to the community.

Give As You Earn – monthly donation

Making it easy for colleagues to make a charitable donation through their monthly salary.

Our Networking Groups

IM Respect

Celebrates and supports the different ethnicities, cultures and faiths of our colleagues. 95% of colleagues say they are treated fairly regardless of their race or ethnic origin.

IM Equal

Our diversity network group for LGBTQ+ and ally colleagues.

IM Powered

Looks at gender-related issues to build an inclusive organisation. 92% of colleagues say they are treated fairly regardless of their gender.

IM Able

Champions issues relating to disability and long-term health conditions within the workplace.

IM Generations

Focuses on age and generational issues within the workplace.

IM Aspiring

Committed to social mobility within the legal profession.



Our Culture

How it feels to work here



A supportive and ambitious **culture** where we care about each other, our clients and the difference we make in our communities.



Janine King,
Partnership Finance
Manager

We're proud to work here – today we're great, but tomorrow, we'll be even better.



Our Commitment to a Unique Culture

We're creating a culture that works for everyone.

We're curious, compassionate and collaborative. We all understand how much our clients need us and go above and beyond to deliver for them.

Our proud history makes us motivated to deliver value in all we do. We celebrate awards, acknowledgements and achievements together.

Trust is really important here. You feel empowered to achieve due to the way we time record, use flexible adjusted targets, and have a hybrid approach to working.

To support a wide range of clients and communities, we need a diverse range of colleagues. You help us make a real difference.

We want a culture that fosters the right balance between hard work and work-life balance and **we want you to be a part of the success we'll have together.**

My focus is on making sure that responsible business is part of everybody's day job. We're all empowered to make a positive difference and it makes the culture here such a refreshing and rewarding one.



Kate Fergusson,
Head of Responsible
Business



[Watch Kate's story](#)

Our Values

Our Values are here to remind everyone what we stand for and what we want to achieve together. They're a key part of our culture.



Proud to be Recognised

We're consistently ranked as one of the country's top firms by independent legal directories and win a wide variety of awards for the quality of our work. Here's just a few of the things that make us proud:

A grid of six award logos with their corresponding descriptions:

- The Legal 500 UNITED KINGDOM**
Ranked #1 for client service out of the top 25 UK law firms
- Trustpilot**
Rated as 'excellent' on Trustpilot with a 4.8* out of 5*
- Great Place To Work**
Top 16 Great Places to Work in the UK
- Best Workplaces™ for Women**
Great Place To Work. UK 2022
9th in the UK's Best Workplaces for Women
- Irwin Mitchell Charities Foundation**
Raised over £3m to support our communities since 1997
- Stonewall DIVERSITY CHAMPION**
Stonewall Diversity Champion Top 100 Employer 2023

Our achievements are a credit to our extraordinary colleagues who are fundamental to everything we do. Come join us.



Apply now
Join the journey we're on



A Rewarding Career Here

If you want a rewarding, long-lasting career in a supportive, diverse, and successful environment then **come and join our journey**.

It's not just solicitors we're looking for - you'll find all kinds of non-legal roles too, including IT, marketing, accounting, operations, and more.

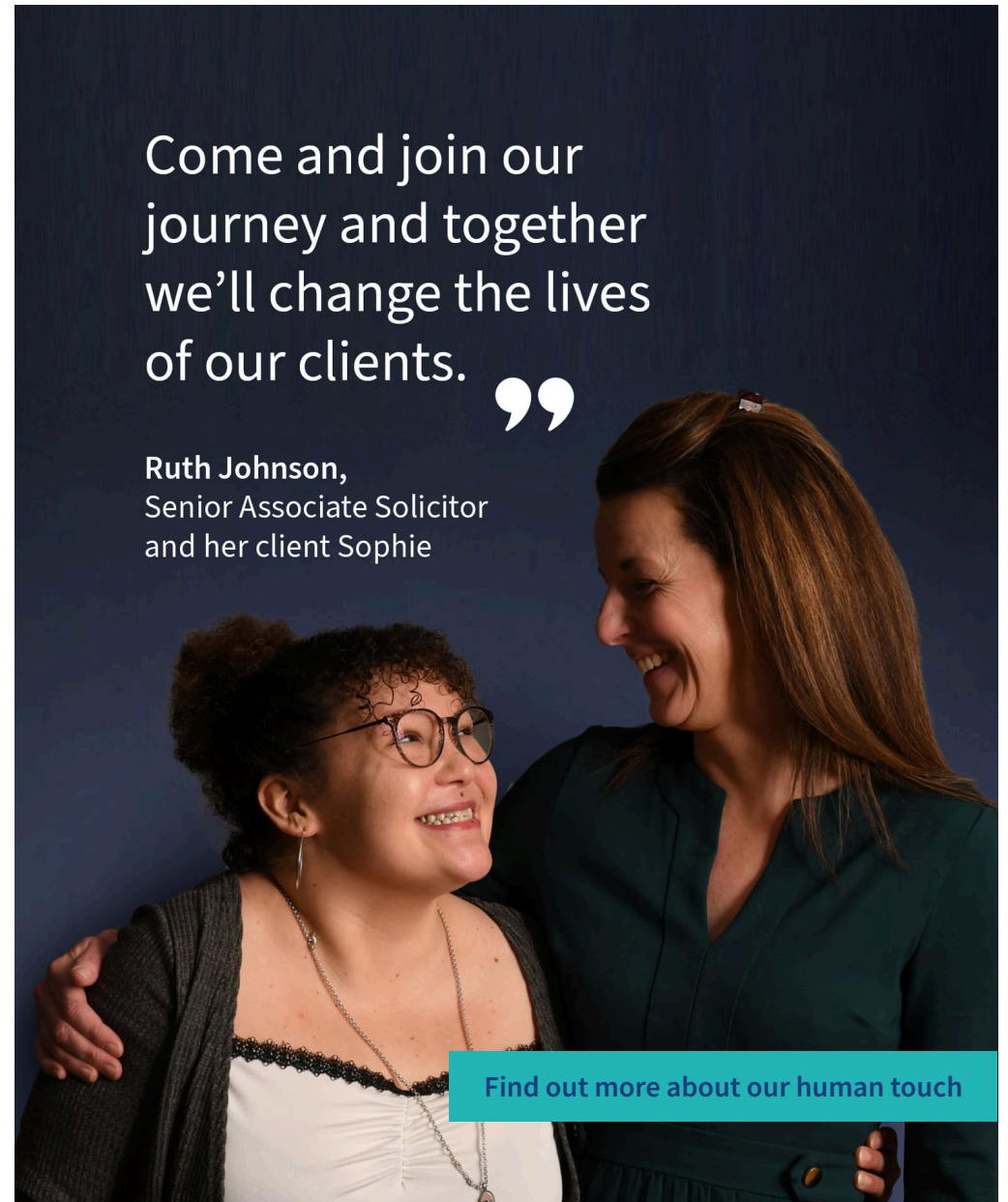
We also offer a wide range of apprenticeships and graduate opportunities so you can learn from the best and get your career off to the perfect start.

Work from one of our 17 offices, at home, or in a way that suits you.

[What are you waiting for? Apply now](#)

Come and join our journey and together we'll change the lives of our clients. ”

Ruth Johnson,
Senior Associate Solicitor
and her client Sophie



[Find out more about our human touch](#)

We value you for who you are and what you bring.