



WE'RE RECRUITING...

# COMMERCIAL REAL ESTATE LAWYER

## About the role

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We are looking for a lawyer with Commercial Real Estate experience

Ideally you will have worked in-house but that's not essential. **It is however essential that you provide advice with good commercial and practical sense.**

Our clients look to us to provide a different approach and expect us to guide them through their legal challenges and explain why and how in simple plain English.

If you prefer to only explain the law without recommending a way forward or if you like to use legalese, then Radius is not the firm for you.

## Location

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Wherever you want to be based.

We have a small Hertfordshire office, but most of our lawyers work remotely.

## Hours

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There are no specific hours.

We ask our lawyers to deliver an average 4 hours per day for 'full time' contracts (that's about 30% less than the average UK law firm target). When you work is up to you

## Pay

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There is no limit on pay.

Our pay is made up of a base pay, bonus and referral fees. Detailed information below.

Plus £1,000 annual Green Bonus (on gross pay) for staff on a clean energy tariff.

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## Detailed pay information

	Base Salary (1)	15% bonus (2 & 3)	Salary inc bonus	Stretch Bonus	10% referral fees	Total
				Estimated	Estimated	Estimated
<b>Lawyer</b>	£45,000	£6,750	£51,750	£4,275	£1,000	£57,025
<b>Senior Lawyer</b>	£60,000	£9,000	£69,000	£4,838	£3,000	£76,838
<b>Director</b>	£70,000	£10,500	£80,500	£4,838	£5,000	£90,338
<b>Director &amp; Business Unit Lead</b>	£85,000	£12,750	£97,750	£4,838	£10,000	£112,588

## Role specification

Lawyer	Senior Lawyer	Director	Director & Business Unit Lead
Achieves Billing target (4 hours chargeable per day).	As Lawyer, plus:	As Senior Lawyer, plus:	As Director, plus:
Competent Legal adviser but may require some supervision.	Able to work with minimal or no supervision.	Leads business initiatives.	Department Manager.
Provides advice in commercial and pragmatic fashion.	Accomplished commercial and pragmatic adviser.	Proven Business development skills - generating additional (minimum) £50,000+ per year for the business.	Generates £100,000 additional professional fees per year for the business.
Complies with all required business processes.	Demonstrates high standard of technical legal advice.	Manages client relationships.	
Utilises technology.	Promptly and competently completes all required business processes - especially compliance processes.	Management of individuals.	
	Willing and able to mentor junior staff.	Ambassador for business (internally and externally).	
PQE typically: 0-6 years	PQE typically: 6 years +		



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## About Radius Law

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Radius Law was established in 2013 by Iain Larkins, the former General Counsel of Mercedes-Benz.

**Radius Law is not like any other law firm. We are here to innovate how legal services are delivered and provide our clients with the best possible experience.**

**There are 3 core pillars to everything we do.**

- We aim to **make the complex simple**. We achieve this by engaging the best lawyers. Legal expertise is essential to be a Radius Lawyer, but expertise by itself is not enough. We only recruit lawyers who can advise with commercial sense and communicate using plain English.
- **We embrace technology**. We have invested heavily in technology from contract automation to contracts management to proof reading software to training platforms.
- **We always provide sensible and certain costs**. We believe that fees being 'as long as a piece of string' is unacceptable in today's world. We are always willing to offer fixed fees and will willingly discuss other creative fee agreements.

**We are passionate about our social commitment** too, with 10% of profits being donated to charity and half of that pot is sent to our nominated charity partner – International Justice Mission (IJM). IJM's objective is to end slavery in our lifetime.

**For more information about the benefits of working with Radius Law – please see our document titled 'Why join Radius' – [available on our website here](#).**

## How to apply

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Send your CV and cover letter to [office@radiuslaw.co.uk](mailto:office@radiuslaw.co.uk)