



Why join Radius?

Employee Benefits

WHY RADIUS?

Radius Law is proudly different to other 'new model' law firms and unrecognisable from traditional city or regional law firms.

In this document we set out why we believe that Radius is the home for all expert lawyers who want to deliver their service in a practical and commercial way.

The Radius difference.

Watch our founder, Iain Larkins, explain why Radius is different (in our short 1m 22 second video!) – just click below!



About Radius Law



A part of a market leading brand.

- The Radius brand was established in 2013 and has gained strong awareness – particularly by in-house Counsel. Radius has developed strong brand partnerships with long established legal services businesses such as LexisNexis. Our vlog partnership with LexisNexis, for example, hits over 7000 contacts.
- We serve most sectors, but have specific sector expertise in Mobility, Technology, Media and Real Estate.
- Our brand reputation is strong and now synonymous with a practical and commercial approach.

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- It's an ethical and responsible brand that gives, at least, 10% of profits to charitable causes every year. To date over £150,000 has been gifted to charities.
- Half of that money has been donated to International Justice Mission (IJM) – a charity dedicated to ending slavery in our lifetime. Aside from our financial giving we continue to support IJM with its outreach activities.



Outputs, not inputs

At Radius we are interested in 'outputs, not inputs' and the required outputs are deliberately low to ensure there is room to deliver outstanding client service and to foster a good work/life balance. We have explained more about what this means below.

Our required outputs for our lawyers are:

Output	Detail
4 chargeable hours per day*.	This compares to an average UK law firm requirement of 5.5 hours+ per day. In short, Radius asks its 'full-time' staff to deliver in a week the work that other law firms expect in less than 4 days.
Deliver outstanding customer service.	This is measured by a client survey.
Meet legal, regulatory and firm compliance requirements	
Achieve agreed objectives and job requirements	Each year business and personal objectives are agreed, these vary dependent on seniority.

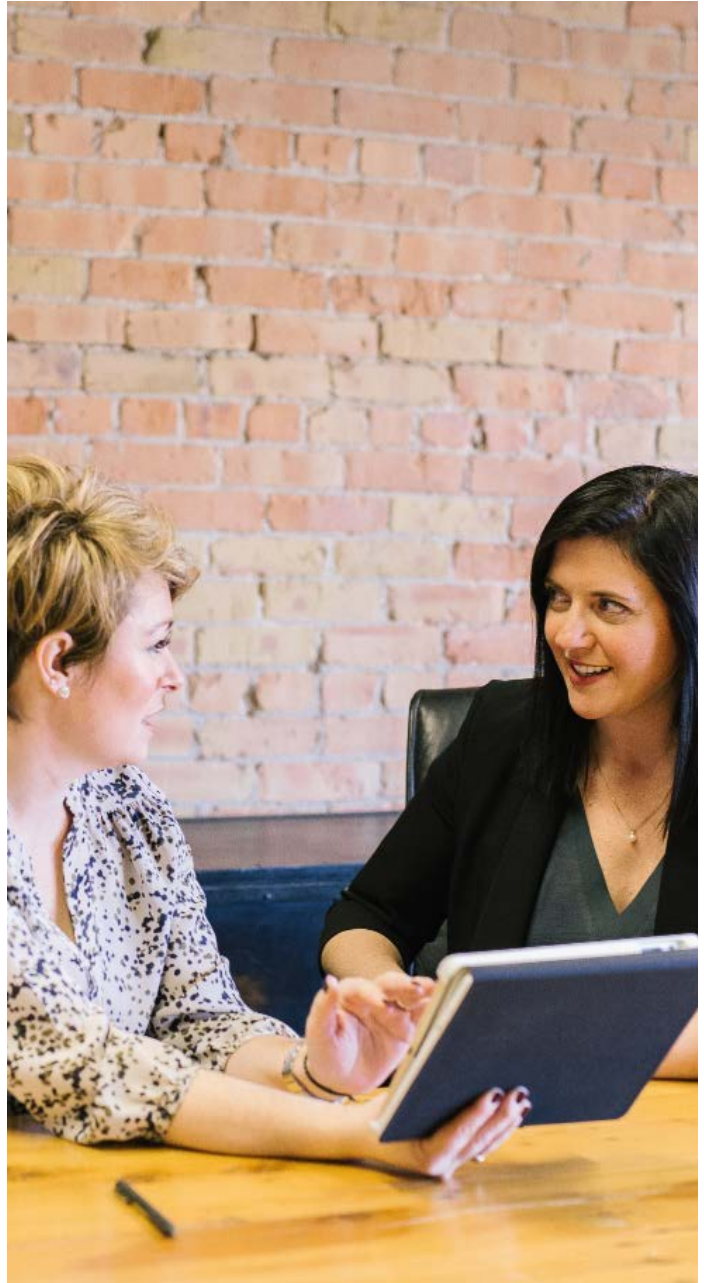
** This assumes a full-time contract. We embrace part-time working too and targets are pro-rated down accordingly.*

- When and where you work is up to you. We only ask that you deliver the outputs.
- For team members that wish to 'over-achieve' there is reward for that too, although we will ask you to stop working if we are worried about you.

Access to the best technology.

All Radius lawyers have access to:

- **LEAP practice management** – LEAP is a leading practice management system integrating file management, collaboration, templates, emails, time recording and billing in one system. Radius Lawyers often comment: 'it's so much better than the system we had in our last place'
- **LexisPSL & Lexis smart** – Legal precedents, information and contract automation.
- **LexisCreate** – Latest in legal proof-reading technology – this will speed up document review and help ensure quality/accuracy of work.
- **Contract life cycle management and automation technology.** This can be used in-house and delivered to clients as an added value product.
- **Microsoft Teams** – All lawyers are set up with Teams and training provided. An essential tool for a remote working model firm and an important facility for communicating with clients.
- **Training platform** – Radius has invested in an on-line training platform - to deliver bespoke training internally and for its clients.
- **Security** – Every lawyer's worse nightmare is losing data. Radius Lawyers are all equipped with data security software, systems and guidance to minimise any risk of a data leak. Radius is a Cyber Essentials accredited secure business.



Innovation

Radius prides itself on leading innovation.

The focus on innovation has produced many exciting new initiatives, including:

- **Radius Collaborate™** – our revolutionary new way to agree contracts. Check out our 1m 27 second video that explains more!



- Our contract automation service.
- Our dedicated training hub – providing pre-packed and bespoke training services to our clients.
- Our innovative charging models including Law-as-a-Service Subscription – which provides fixed monthly fees for an agreed specification from Bronze to Platinum.

Support network and personal development

- The Radius leadership team and wider team are here to support all. This includes in-house training and regular development workshops.
- The Radius team has now grown with first class lawyers to allow you the ability to have time away from the office and relax. We do not want you to be checking emails when you are on holiday.

Transparent pay

Part of our commitment is transparency – no shady deals, no trying to negotiate you down based on your past salary, no mystery about what someone else is earning. Just plain, simple, pay to reward for the job done.

	Base Salary	15% Bonus*	Stretch Bonus*	Green Bonus*	Referral Fees*	Total (est)
Jnr Paralegal, Trainee	£27,000	NA	NA	£1,000	£1,890	£29,890
Snr Paralegal	£37,500	£5,625	£4,916	£1,000	£2,625	£51,666
NQ Solicitor	£44,000	£6,600	£9,315	£1,000	£3,080	£63,995
Solicitor 1 yr PQE	£47,000	£7,050	£9,315	£1,000	£3,290	£67,655
Solicitor 2 yrs PQE	£50,000	£7,500	£9,315	£1,000	£3,500	£71,315
Solicitor 3 yrs PQE	£53,000	£7,950	£9,315	£1,000	£3,710	£74,975
Solicitor 4 yrs PQE	£56,500	£8,475	£9,315	£1,000	£3,955	£79,245
Solicitor 5 yrs PQE	£60,000	£9,000	£9,315	£1,000	£4,200	£83,515
Snr Solicitor <10 yrs PQE	£65,000	£9,750	£11,385	£1,000	£4,550	£91,685
Snr Solicitor >10 yrs PQE	£70,000	£10,500	£11,385	£1,000	£4,900	£97,785
Director	£75,000	£11,250	£11,385	£1,000	£5,250	£103,885
Board Director	£80,000	£12,000	£11,385	£1,000	£10,000	£114,385

Green Bonus	£1,000 annual Green Bonus (on gross pay) for staff on a clean energy tariff.
15% Bonus	The bonus is up to 15% of the base salary. To be able to access the bonus the fee earner must meet the Financial Target. If the fee earner has met the Financial Target, the % of bonus payable will be the % of objectives achieved.
Financial Target	The financial target is based on 4x chargeable hours per x the agreed recovery rate (but may be increased if there is dedicated non-fee earning support). The recovery rate is lower than the standard rates advertised on our website as some clients have retainer packages.
Stretch Bonus	The Stretch Bonus is 15% of the fee income achieved over the Financial Target. The numbers shown above assume that the lawyer has achieved fee income equal to 5.5 hours per day.
Referral Fees	Referral fees are unlimited. We pay 10% of fees earned from clients that you 'win'.

Role Specification

Senior Paralegal, Lawyer	Senior Lawyer	Director	Board Director
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).	

A regulated business

Many 'new model' law firms have chosen to not be regulated by the SRA. That's a decision for them – but at Radius we believe it's important to be subject to the legal regulator. This also allows us to bid for all types of commercial legal work.

Recruit and Retain clients

- The growth of the Radius brand allows it to bid for big name clients, whilst not deterring medium size and funded start-ups. Radius Management team will support you in tenders and pitches for your client prospects.
- Entanglement strategy – Entanglement is the idea that we wrap our clients not only with great service, but also added value services and schemes such as contract management portals and subscription fees. Get these right and clients will never wish to look elsewhere.
- Radius is now able to offer most services – so client work outside of your capacity or expertise is usually possible to keep in-house. For certain specialist areas such as immigration and tax, Radius has established and trusted partners.

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