

Set up. Scale up.
The practice you've always wanted.
gunnercooke



The place to set up and scale up

If you're reading this, then it's likely that you are looking to take your legal career to the next level.

You might have a vision of how your ideal practice could look but aren't sure where to start.

In 2010, we decided to create a firm where people came first, where clients were valued, and where we cared about improving society. A firm where lawyers could design their own lives, whilst providing the very best client service.

At gunnercooke, we'll help you to design, set up and scale up the practice you've always wanted. We'll help you to become an entrepreneur.

As an experienced advisor in your field, you'll be confident that you can provide the best possible service to your clients. You'll also be given the tools required to manage your practice, working with our business development team and coaches to support you in reaching your goals. You'll benefit from our world-class support team, gcTrust, including finance, IT, compliance and marketing.

The flexibility of running your own practice also means you set your targets, you choose who you work with, and decide how and when you work. So, whether you see gunnercooke as a place to develop your niche practice, are looking to work with the perfect team to service your clients, or want the flexibility to pursue ventures alongside your day job, we could be the best career move you ever make.

Today, gunnercooke is a Top-75 law firm in the UK and one of the fastest growing. We are now making our mark globally with offices in the US, Germany, Austria, Scotland and England. We are a team of more than 600 professionals, with strength across just about every corporate discipline and sector.

As you read through these pages, we hope that you feel inspired by the possibility of what your future as a lawyer could look like – with you in control.

Best Wishes,

Darryl Cooke & Sarah Goulbourne
Founders, gunnercooke



The future of professional services

gunnercooke operates as a fee share model meaning our professionals join as self-employed advisors, free to design and develop their own practice.

Our firm brings together the most ambitious and commercially-minded people, who aren't bound by traditional ways of thinking. They build and work in dynamic teams of their choosing, drawing on specific disciplines from across the firm, to best suit their clients' needs. With cross-border specialists and strength in multiple jurisdictions and practice areas, we specialise in the rapid assembly of bespoke teams of multidisciplinary experts.

You can join gunnercooke as an individual or as part of a team, bringing your own handpicked talent to set up your practice, or you can hire support as your business grows.

The model allows lawyers to play to their strengths and focus on what they are good at and what they enjoy. They are free to set their own objectives, maximise their own earning potential and decide on the direction their practice will take.

What we do not have is the overwhelming baggage of most law firms – we are not weighed down by timesheets or targets of any kind internally.

Our role is to ensure that the support services provided to each lawyer are world-class, that we continue to develop and strengthen gunnercooke's position as a market leading brand in the legal sector and that we enable each gunnercooke lawyer to achieve their ambitions by becoming entrepreneurs.

Our purpose is simple: to deliver positive impact for our clients, improve the lives of our people and to leave a better world than we found...



"One of things I didn't anticipate was the ability to grow my practice and team. I brought people from my previous business with me when I joined, and I've since hired and added to that team.

"What my clients love is the ability to do a one-stop shop. We have partners with experience in every sector, and they love that we can mobilise and adapt quickly to meet any of their needs."

— Rashmi Dubé, Litigation & ESG Partner, UK

Your compensation

We charge a set up fee of £3,000 plus VAT, which is taken in six instalments, and only once you have started billing.

The fee includes access to all of the systems you need to get started , included a laptop, and all of the training and support you will require for a smooth transition.

You will then be remunerated as follows*:

- You receive 70% of all fees you generate up to £375,000 per financial year (January–December).
- You receive 75% of all fees you generate between £375,000 and £550,000 per financial year (January–December).
- You receive 90% of all fees earned in excess of £550,000 per financial year (January–December).
- In addition, if you introduce a client to a different part of the firm, you will receive a percentage of the fees charged to that client; for guidance we suggest 10%.
- If you introduce another lawyer to the firm, you will receive up to 5% of the fees generated by that individual for as long as you both remain in the firm.

Upon joining gunnercooke, you will also receive:

- Access to an internal network of experienced Partners and Operating Partners. In referring work internally, you could receive 10–20% of the net bill
- £100m PI insurance (England & Wales)
- Accountancy support
- CPD training
- Access to an expert paralegal team at an additional cost
- Access to gcTrust's support services

* Please note that fee brackets will automatically increase on 1st January of each year, in accordance with the Consumer Price Index (CPI) as 1st October of the previous year



"Our approach is focused on collaboration, what we can do together, and how we can develop together, rather than just saying you're getting a lower cost base and you may take more home than you could do in a traditional international firm."

— Wolfgang Richter, Managing Partner, Germany

Your compensation In practice

Example A — Partner generates £400,000 per financial year in which they are the fee earner and source partner for all work. Remuneration would be calculated as follows:

Partner generates	£400,000
Partner retains 70% up to £375,000	£262,500
Partner retains 75% between £375,000 and £400,000	£18,750
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Partner receives from gunnercooke exc. VAT	£281,250

Example B — Partner generates £700,000 per financial year in which they are the fee earner and source partner for all work. Remuneration would be calculated as follows:

Partner generates	£700,000
Partner retains 70% up to £375,000	£262,500
Partner retains 75% between £375,000 and £550,000	£131,250
Partner retains 90% above £550,000	£135,000
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Total Partner receives from gunnercooke exc. VAT	£528,750

Become an entrepreneur



Some gunnercooke lawyers like to take Fridays off for volunteering.

Some want to pursue other business opportunities alongside their practice.

For others, this is their opportunity to grow their own team, create leverage in their practice, and maximise their earning potential. To scale up their practice.

You will benefit from:

- Access to the Development Office, which offers regular training guides and events across business development, marketing and recruitment.
- Personal business development coaching and planning.
- Group business growth sessions.
- Financial modelling support.
- Support with the recruitment of your own dedicated team.

Whether you want to employ your own team or draw on gunnercooke's available internal resource including paralegals and associates, you can be confident you'll have the support network that can grow alongside your business.



"I earn more money. Keeping the majority of my earnings has made a big difference to my pay. And I work fewer hours, when you take away the commute, internal team and management meetings, and attendance at events I don't want to go to!"

— Angela Brumpton, Employment Partner, UK

The practice you've always wanted



gunnercooke lawyers have reached the stage of their career where they do not need to be told where to work from, who to work with and how to charge for it.

Our model gives you total autonomy to build the practice you want to operate. You will have the freedom and flexibility to:

- Pursue areas of law you are passionate about and create a unique practice.
- Work without enforced targets, only the ones you set yourself.
- Select the colleagues you want to work with, or recruit your own team.
- Decide the clients you want to work for.
- Choose your own pricing structure.
- Work from wherever you choose: a gunnercooke office, your own space, at home or within a client's office.
- Choose the hours you want to work, to fit around your family, hobbies, other business ventures or charitable projects.
- Spend time investing in bespoke relationships with clients... without having to justify it.
- Spend time investing in yourself... without having to justify it.



"I describe my practice as a business within a business. The advantage being that I can run my own practice without the hierarchies and politics of a traditional firm. I have the support of gunnercooke behind me but the flexibility and autonomy to manage my own team and clients the way I want to."

— Shilpen Savani, Employment & Dispute Resolution Partner, UK

A world-class support structure

Our support service team, gcTrust, is like no other. The team comprises experts across areas such as business development, compliance and IT, helping to keep your practice running seamlessly in the background, so you can focus on your clients.

- **Finance:** financial administration; billing; credit control
- **Post & Office Services:** post; winding up searches; admin services; court runs; pagination; bundles; couriers; meeting rooms
- **Compliance:** complaints & claims; training & updates; archiving; new file opening; data protection
- **Marketing:** social media; pitches & proposals; events; email marketing; PR; brand campaigns; legal directories and awards; brochures
- **IT Support:** sourcing & installing hardware; IT security; training; remote support. Our IT helpdesk is currently available from 09:00 to 17:00 (UK time) on weekdays. Extended weekday and weekend hours are due to come into effect shortly
- **Partner Services:** access to coaching and development; links with paralegal and secretary support; personal wellbeing and holistic support
- **Talent:** recruitment support to grow your team

You will also receive 5 hours of complimentary secretarial support to assist with general setup, file opening, client care letters and administrative tasks.

We have a team of Senior Associates, Associates, Secretaries and Assistants who are fully integrated into the gunnercooke network, complete with gunnercooke titles and email accounts. In cases where additional support is needed, we also partner with FLEX Paralegals to provide a flexible, on-demand paralegal service.



"The support at gunnercooke across the board from IT, marketing and business development, accounts to compliance has been unrivalled. Nothing ever feels like too much of an ask."

— Sarah Miles, Corporate Partner, UK

Delivering brilliant client service

One of the main reasons that gunnercooke's model works so well for our lawyers is the fact that clients are overwhelmingly supportive for this way of working too. Having the autonomy to work in the way you choose, means you can invest deeply in the relationships with your key clients.

- You will take the lead in delivering every aspect of their work.
- Work is delivered with certainty around the price. They have comfort that there are no hidden costs and you can work with them to agree the best pricing structure.
- You have access to a team of expert practitioners, across just about every corporate and commercial discipline, upon whom you can call to provide additional high-quality advice and input when they require it.
- Offer clients added-value from our Operating Partner and Legal Technology groups.
- Their work takes priority — you are not trying to fit it around all the other demands that traditional law firms impose on a partner's time.
- You are already working in a firm with a sustainable business model that is ready for and leading the way through changes impacting the legal profession.



"By stripping away 'dead time' involved in unnecessary meetings, admin and the politics of a traditional firm, the gunnercooke model allows you to focus your attentions on providing a more bespoke service to your clients, whilst winning time back for yourself too."

— Asad Ali, Corporate Partner, UK

Award-winning brand

In professional services, any brand is only as strong as its people. To this end, we are committed to recruiting the best legal talent to join us and have attracted lawyers from some of the leading national and international firms. The weight of their expertise forms the foundation for the gunnercooke brand, which is centred around senior trusted advisors, who deliver with the authority of experience.

We provide legal, commercial and strategic advice that delivers real value to the clients we work with, which span from multinational enterprises through to unicorns and not-for-profit organisations.

- Set up your practice within an established Top-75 firm that prioritises people first.
- Join the fastest growing law firm in the UK, a brand that is gaining global recognition.
- Develop your own personal brand authority alongside gunnercooke's.
- Work alongside partners who are top of their game and leaders in their fields.
- Utilise the firm's impactful pitch templates to help you win new work.

50%

of partners have worked in a Top 50 law firm

21%

of partners are ranked in legal directories

+94

industry-leading Net Promoter Score (NPS)

90+

industry award recognitions



‘A pioneer in innovation, with a brave & audacious leadership, excellent client lists and a truly superb calibre of lawyers.’

- Lexis Nexis Legal Awards

‘The "Magic Circle" equivalent of platform law firms.’

- Modern Law

‘The perfect combination of personal service, intellectual rigour, vast tactical common sense, years of experience in many shapes and forms of dispute resolution, and total dedication to their client's cause.’

- The Legal 500



Full-service offering

gunnercooke brings together experienced lawyers across almost every corporate and commercial disciplines. We ensure that all clients are advised by a trusted advisor or a team of trusted advisors who understand how to help them to navigate their issues. Our expertise covers some of the most interesting emerging disciplines, from ESG and charity law, to blockchain and competition. With a track record of acting on some of the most interesting, nuanced and high value cases, we can assemble a team to act on any size deal or matter. The client roster of 40,000 includes Google, Jet2, Santander, ASOS, Lidl, Henry Boot, DHL and Johnson Matthey.

Banking & Finance	Capital Markets	Structured Finance	Banking	Project Finance	Treasury & Derivatives
Dispute Resolution	Business Crime	Civil Fraud & Litigation	Costs & Funding	Mediation & Arbitration	Insurance & Reinsurance
Real Estate & Property	Construction & Planning	Development & Litigation	Environmental Law	Mines and Minerals	Waste & Energy
Corporate	Company Corporate	Mergers & Acquisitions	Private Equity	Competition & Antitrust	Risk Management
Cross-border work	US	Germany	Asia	South America	Europe
FinTech	Cryptoassets & Blockchain	MiFID	Payment Services	Financial Services	Web3
Restructuring & Insolvency	Corporate Restructuring	Financial Restructuring	Operational Restructuring	Insolvency Disputes	
Private Client	Family Law	Immigration	Wills & Probate	Trusts & Estates	
Employment	Employment Law Support	Claims & Tribunals	TUPE	Pensions	
Commercial	Commercial Contracts	Information Technology	International Trade Finance	Regulatory & Compliance	
Intellectual Property	Trade Marks	IP Disputes	Data Protection		
Tax	Corporate Tax	Tax Planning	Business Investigation		
Sport					

Clients





"gunnercooke also gives solicitors the freedom to choose your clients; you aren't stuck acting for clients that you don't want to."

— David Merson, Real Estate Partner, UK

Collaborate with a global network



One of the common misconceptions of a model like ours is that people work alone. This could not be more wrong.

From day one our people are encouraged to collaborate with a global community of top-tier experts in just about every corporate and commercial discipline.

Collegiate working is at the forefront of our award-winning culture, which is what sets our firm apart from the rest. Last year over £15m in fees was referred through our internal network.

You'll benefit from being able to handpick a team of specialists to best suit each client or matter, and work alongside partners across different regions and practice areas. A team of 600 at your fingertips.



"You cannot overstate the power of the network... it feels like an engine room of motivated self-starters who have no fear of sharing knowledge and contacts. Cross-selling is baked into the model. It is naturally incentivised and actually works for once."

— Simon Etchells, Real Estate Partner, Scotland



"It truly is a collaborative firm, other firms give the word "collaboration" lip service only. The referral system is great, transparent and everyone buys into it. Most of my work is through internal referrals."

— Parminder Latimer, Pensions Partner, UK

Social programme

We encourage our people to connect with others through a strong teamworking ethic and vibrant event programme, where they can find like-minded individuals with shared values and purpose. We have over 150 opportunities annually to meet both online and in-person, including social gatherings, networking events and group trips:

- The Symposium (our anniversary party and global conference)
- Summer walks
- Lunch clubs
- Annual ski trip
- Virtual book clubs
- Online speed networking
- Reciprocity rings
- Community groups
- Christmas parties



"I love the opportunity to join in with wonderful activities, ranging from walking tours to drumming workshops, book clubs to parody videos, sports challenges, fantasy football and even a spot of TV presenting."

— Sian Darlington, Business Crime and Investigations Partner, UK



Business Culture
Awards 2020
Winner



Together we can do good, **faster!**

gunnercooke is a purpose driven company. We want to use our business to deliver a better world than we found. This is the reason for the gunnercooke foundation. Our model is to integrate our foundation into our business and to engage our people in the work that we do. As a result, they have the opportunity to become more fulfilled. The gunnercooke foundation allows us to directly engage with communities on social issues via a number of different projects:

Through **inspire*** we work with the CEOs of over 150 small to medium-sized not-for-profits. We do this for free, helping members to develop as leaders and in turn grow the impact of their organisation. Each not-for-profit is part of a “hub” led by a member of the gunnercooke team.

“I became a hub leader because I have the skillset and it seemed like a fun way to give back and help the local community, meet people, as well as do something constructive for others other than just desk work - its a win, win, win, for the firm, the charities and myself,”

Our **Business For Good Programme** helps not-for-profits to create a synergistic social enterprise that is profit generating and which makes their organisation more sustainable and less reliant on external funding. This is achieved with the specialist support and guidance of our gunnercooke Operating Partners and Business Coaches.

Manchester-based **House of Books & Friends** is our Community Interest Company bookshop; profits and daily activities all centre around addressing social isolation and loneliness. We work with a whole range of charities and partners, both public sector and corporate to encourage, build and rebuild communities.

gcScholars is a programme that ensures that for every young person who gets the opportunity to undertake work experience at gunnercooke because of who they know, we give an equal opportunity to another who is trying to build their network. The support extends beyond the completion of the internship as they become part of our gcScholars alumni group.

How can you get involved?

- As a hub leader
- As a volunteer or trustee of one of our not-for-profits
- As a BFG (Business For Good) Business Buddy
- As a delivery partner of our gcScholars programme



Global locations

Our offices enjoy prime positions at the commercial hearts of the most important cities for international business. Our partners choose from where in the world they work, with the option to use hot desking and meeting facilities at any of the gunnercooke Group's 15 registered offices across the UK, US, Germany and Austria.

Manchester	London	Leeds	Birmingham
Edinburgh	Glasgow	Berlin	Frankfurt
Hamburg	München	Düsseldorf	Vienna
Tirol	New York	Chicago	

"Our model helps us to bring together a diverse range of people from different backgrounds. Diversity in perspectives, cultures and experiences is key to our success."

— Noreen R. Weiss, Chair-US

Join gunnercooke

We want to speak to senior lawyers who enjoy the freedom of working collaboratively amongst highly experienced peers within a high-quality global brand.

People with the appetite and ambition to design, set-up and scale-up the practice they've always wanted.

Technical brilliance is a must, but you also need to be able to network, build and sustain client relationships, in addition to developing new opportunities to win work. From us, you get a passionate commitment to helping you to love what you do. We believe that the best brands are built by the happiest people.

If this is you, we would be delighted to speak to you about your business plan and your future.



Matthew Dashper-Hughes
Global Talent Director



Natalie Meredith-Moscrop
Partner Recruitment Manager
recruitment@gunnercooke.com

"I wish I had started years ago!"

— Emma Holden-Shah, Real Estate Partner, UK



FAQs

Can I conduct legal work with other firms?

No. All legal services must be conducted exclusively through gunnercooke.

Can I undertake non-legal work alongside my role at gunnercooke?

Yes. Details must be provided so the activity can be recorded in the Partner Interests Register.

Does gunnercooke have a time recording system?

Yes. Partners can record time using gunnercooke's financial management system, though they are not required to do so and, where practice area allows, we promote the use of 'fixed fee' pricing.

Does gunnercooke renew my practising certificate?

Partners may choose to join our annual bulk renewal process or arrange their own renewal. In either case, the cost is borne by the Partner.

How is existing work transferred to gunnercooke?

Once a start date is confirmed and client authority obtained, we can facilitate the transfer of active matters. File openings are typically completed within one working day. Many Partners can commence work within their first few days.

A £30 file opening fee applies per client and any additional entities, unless the client is regulated or publicly listed, or if the final bill is under £750. The fee can be charged to the client or allocated to the administrative ledger.

Does gunnercooke perform conflict checks?

Yes. Conflict checks are conducted during the onboarding process and upon submission of file opening requests. The compliance team assesses all conflicts. Commercial issues involving multiple clients are referred to relevant Partners for resolution. Partners may act for the same clients but not on the same matter, nor against each other.

How does the billing process work?

Invoices are prepared by the Finance team at the Partner's request and instruction.

When are Partner fees paid?

Fees received from clients within a calendar month are remitted to the Partner on the 3rd or 4th working day of the following month. The cut-off for inclusion is 4:30pm on the final working day of the month.

What happens if my bank account is not set up in time?

Funds received before your bank account is confirmed will be held securely until account details are available.

Can I request money on account from clients?

Yes. Partners may request funds via direct client communication, or a pro forma invoice prepared by the billing team. A client account receipt eChit must be completed and the cashiering team should be notified to expedite processing. Confirmation will be provided upon receipt.

Are Partners required to establish their own company?

Yes. All Partners must establish professional services companies, which contract with gunnercooke to provide legal services.

Why must I establish a limited company rather than operate as a sole trader?

Operating through a limited company offers clear advantages, particularly regarding the UK's IR35 legislation. This structure ensures compliance and affirms a contractor's independent status. gunnercooke Partners, through their limited companies, are not considered "off-payroll contractors" and are not treated as employees for tax purposes.

Does gunnercooke provide assistance with company formation and accounting matters?

Yes. We partner with Summit Chartered Accountants, who offer complimentary company formation services. A £50 Companies House fee is charged as a disbursement. Ongoing accountancy and tax support is also available.

What document management system is used?

Partners are granted access to the firm's licensed document management system (Intapp Documents).

Are laptops provided?

Yes. Each Partner receives a pre-configured laptop, delivered to their home address prior to starting. Partners are also able to use their own laptops providing that it complies with gunnercooke's requirements for software and security. You are required to purchase a Microsoft Office Business licence prior to commencing (starting from £8.10/month +VAT).

How does the internal referral market work?

When a Partner refers a client to another Partner, they are recorded as the 'Source Partner' and receive a referral fee of 10%–20% of the fees paid by the client.

Can I employ my own paralegal or solicitor?

Yes. Many Partners choose to expand their teams by engaging additional support through their own service company, either on an employment or consultancy basis. The Recruitment Team can assist with the hiring and onboarding process.



"I know it sounds clichéd, but gunnercooke allowed me to be the lawyer that I always wanted to be. You're the architect of your own destiny, deciding the areas of law you want to specialise in, who is in your team, and what the short to long term strategy is."

— Talis Vlachos, Employment Partner, UK

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