

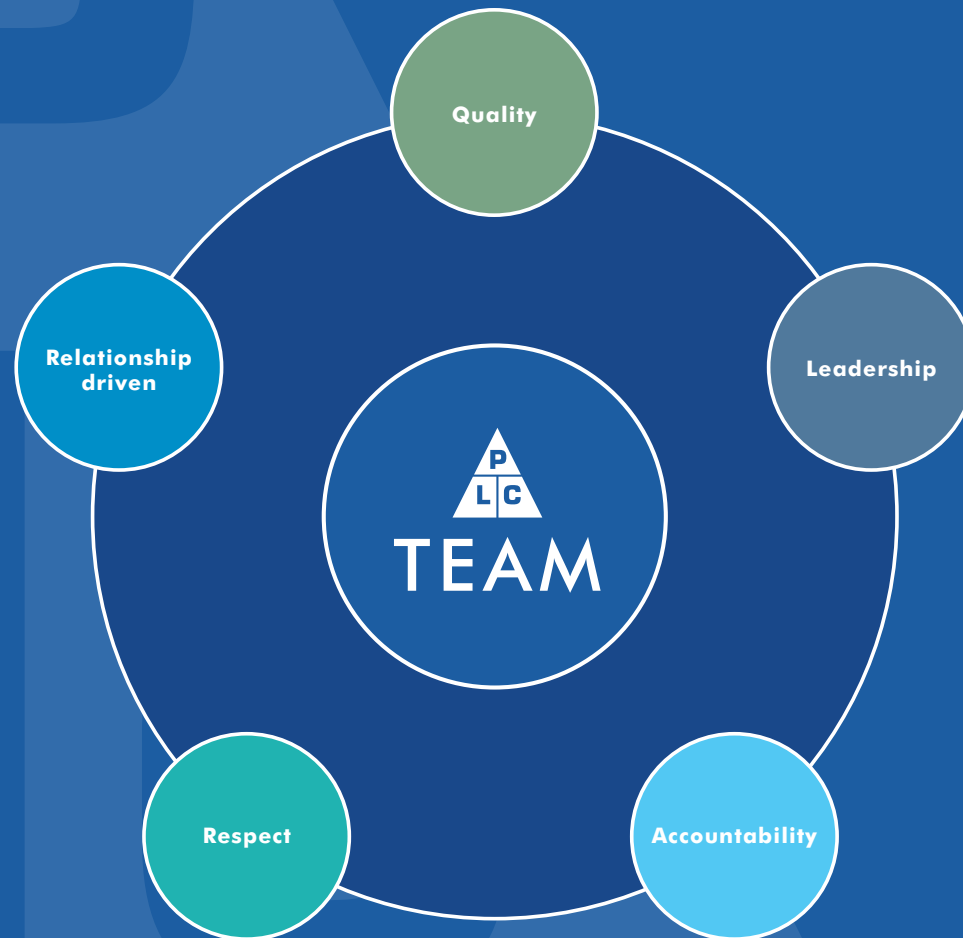
OUR VALUES

RELATIONSHIP DRIVEN

- Building long term relationships within our team and with our Clients
- Communicating effectively and listening to different perspectives on a regular basis
- Giving each Client a dedicated personal contact
- Solving problems and providing guidance and support rather than having just a transactional relationship
- Having a can-do attitude

RESPECT

- Respecting the knowledge and experience of our Clients
- Respecting the knowledge and experience of ourselves and the rest of the team
- Respecting the confidential and sensitive data we work with
- Being truthful, sincere and frank – telling it how it is



QUALITY

- Employing the best people to constantly deliver results to our Clients
- Specialist and experienced Costs Lawyers and Costs Draftsmen

LEADERSHIP

- Guiding and mentoring our team and Clients
- Taking the initiative at all levels within our organisation to help others in our team and to proactively help our Clients
- Encouraging team collaboration
- Demonstrating high motivation and being viewed as role models

ACCOUNTABILITY

- Empowering our team to make the right decisions
- Taking responsibility for our work
- Deliver on our promises
- Having self-awareness of our behaviour
- Seeking, then acting appropriately, on feedback from Clients and our team

OUR COMMITMENT TO OUR TEAM



FINANCIAL REWARDS

- Competitive salary
- Health insurance
- Bonus scheme
- Ability to earn extra bonus through marketing
- Death in service benefit
- Pension



WORKING ENVIRONMENT

- Interesting & varied work
- Supportive & friendly team
- Strong Client base
- Paramount Values
- Flexible working
- Free car parking
- IT investment
- Flexible about the use of mobile phones & internet during the working day



BENEFITS

- 25 days annual leave
- Compassionate leave
- Christmas party
- Regular day/nights out
- Office treats
- Free tea, coffee and water dispenser
- Professional membership fees paid
- Office closed between Christmas and New Year
- Reflexology



LEARNING AND DEVELOPMENT

- Fully funded professional study opportunities
- Paid for CPD training events
- Networking opportunities
- Conferences and events