

MEET THE TEAM

Jon Needham

Senior Associate, Birmingham



No 'one size fits all' management style

When and what made you join Chadwick Nott?

I joined Chadwick Nott in March 2016. I wanted to be with a specialist full-service legal sector consultancy with a long-standing reputation in the market for providing a high quality service. We also have a great team here which is very experienced, supportive and friendly.

Describe your role

I am based in Birmingham as part of our Midlands, Northern Home Counties and East Anglia Team. I work with a range of law firm clients based in these regions: small boutique and high street practices, and regional, national and international firms. I also advise qualified solicitors at all levels from NQ to Partners and Teams.

What do you enjoy most about your role?

I enjoy dealing with different people who are often at different points in their lives and careers and helping them to achieve their career aims. It's rewarding to find the perfect job for someone, as you can have an immediate (and positive) impact on their life.

I also enjoy building strong relationships with our clients and knowing that I can add real value to their businesses by helping them acquire new talent.

What is the greatest challenge in it?

Aside from the vagaries of dealing with human beings, which often throws up lots of unpredictable outcomes (!), the market itself is a challenge because there are not enough suitably qualified lawyers available to meet current client demand.

Therefore building strong relationships with people and winning their confidence and trust quickly is absolutely pivotal - this is a key differentiator for us in a market awash with competitors.



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What do you think makes Chadwick Nott a great place to work and different from other agencies?

Chadwick Nott is a values led and supportive company which treats its people fairly and as adults. Whilst we have targets and are of course results focused, we don't work to rigid KPI targets just for the sake of it.

We embrace flexible and agile working here, which I find hugely important, especially when I need to balance commitments outside work (whether it's being at home to let the plumber in, or because I'd like to attend my children's school play.) There's no "one size fits all" approach and the business gives me the autonomy to work in the way which works best for me.

Our people are all very good at what they do and there is a very collaborative, transparent and team-led culture which I like.

What advice have you for anyone exploring whether recruitment is the career for them?

Research what the job really entails and talk to people already within the industry so you can get a good understanding of the positives of recruitment as well as the downsides.

Recruitment can be very rewarding and fun but also unpredictable and frustrating so you'll need to go into it with your eyes open.

For more information on working at Chadwick Nott please get in touch directly with Sam Faux or visit our website:
samanthafaux@chadwicknott.co.uk | 0203 096 4542

WWW.CHADWICKNOTT.CO.UK