

MEET THE TEAM

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What is it *really* like to work at Chadwick Nott?

I genuinely believe that I work at the best legal recruitment business in Manchester. We work as a team, we support each other, and the working environment is very positive. We are trusted as experienced recruitment consultants to work our markets with the full support and guidance from the management team. In turn, Chadwick Nott has a low turnover of staff, in fact about a third of the consultants have worked at the company for 10 or more years—myself included! Many of us work part time and/or flexibly. What's more, we have superb 'away day' summer and winter conferences (parties!) every year.

What made you join the company?

I joined Chadwick Nott in August 2008. I was approached to join them in their

Manchester office, and as soon as I met the team, I knew straight away that I wanted to be a part of the business. The company was already very successful with a strong reputation in the market and the Manchester office was enjoying a period of growth. The feeling I got was one of maturity, professionalism and real passion for the job and this has followed throughout my time here.

Describe your career with Chadwick Nott

It has been a roller coaster ride! In my previous role at another large recruitment agency, I was responsible for recruiting lawyers into the Yorkshire market and I built 'this desk' successfully. The North West was a new market for me, but I was eager to get stuck in with Chadwick Nott. However, little did I know that we were about to hit the 2009 recession with the collapse of Lehman Brothers in September 2008. Tough times were ahead for business and law firms alike. Many firms struggled, and in 2010 Halliwells went into administration. At the time, this was the



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largest English law firm to go into administration. Never one to give up, I worked hard and closely with the wider business—we leaned on our more established offices to support us through this tough market. We focused on establishing and maintaining client relationships, assisting candidates through difficult times and remained determinedly committed to filling available vacancies. In 2014, Chadwick Nott was starting to look more towards the London and International markets and as a result I joined the London team. This was a great experience for me as it was a very different proposition to working in the regions.

Having now come back to work after my second and last maternity leave, I have happily returned to the North West market as a more experienced and knowledgeable consultant. I am very excited to build on existing relationships and establish new ones.

What makes recruitment a realistic and rewarding career for a busy mother?

You could argue that recruitment is one of the hardest jobs to be in as a mum—less opportunities to stay late/get to work early to meet your targets. The pressure doesn't go away or lessen when you return to work, and if you're like me, you are likely to put more pressure on yourself than ever.

However, as a rule of thumb, as long as you have a phone you can do your job anywhere and therefore you can make it work around your family life. There is always a balance to be struck, and as long as your work and family life do not get too intertwined (there needs to be boundaries for both), this is a great job to do as a working parent.

The financial rewards are also great, and with the added pressure of nursery fees, this is more important than ever. The rewards are tangible and this gives you a real focus.

What advice have you for anyone returning from maternity leave or a career break?

Go for it! Have confidence in yourself, your skills are still there. When you are at work focus on work, and when you are with your family focus on them. Don't ever apologise for being a working parent. If you are willing to talk to a client when you are not at work, I find they are grateful for your time as long as you are honest and explain the reasons for the background noise (namely the tune to Peppa Pig!). It is actually quite empowering to realise how capable you are at being a working parent.

For more information on working at Chadwick Nott please get in touch directly with Sam Faux or visit our website:
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