

Why You Should Work For **SOLICITORS** REEDS



At Reeds we do things 'The Reeds Way' - a set of foundational principles that not only tell us how we run our business, but why.

Externally, it governs how we look after our clients. For example, we have developed our Service Pledge, and our whole firm works as a team to make sure we deliver this every time.

The Reeds Way also governs and guides how we try to add value to the communities in which we operate.

Internally, the Reeds Way governs our culture, the Reeds working environment, and the working life and career that we offer to all Reeds people. To read the Reeds Way, [click here](#) or visit our 'about us' page on our website.

So, what does all this look like when put into practice? Here is what you can expect from us if you join our team:

- We safeguard a non-negotiable culture of respect for and between colleagues;
- We offer a transparent and fair career development structure with opportunities for all lawyers and fee-earners to progress through the stages and become an Associate, Senior Associate and hopefully Partner;
- All our people - and that means all our people - constantly undergo training and development via 'The Reeds Academy' which helps everyone achieve their career goals and get to where they want to be professionally, and to enhance their skills and knowledge;
- We encourage all our staff to think about business development and look for growth opportunities. We are always willing to listen to, and potentially invest in, new ideas;



- We offer competitive salary and benefit packages and have a transparent annual review process which considers your whole contribution to your team and the Firm, not just billing figures;
- We offer to all staff a discretionary bonus scheme for exceptional performance;
- We offer flexible working schemes which include compressed 4 day weeks, 9 day fortnights and TOIL (time off in lieu), as well as other hybrid working schemes;
- You will enjoy the ability to earn up to 30 days of holiday with years of service (standard holiday packages start at 21 days plus all bank holidays);
- There is an additional paid celebration day for you to use as you would like (such as a birthday, anniversary or other key event);
- You will have the ability to buy a further 5 days of holiday, and sell surplus holiday, each year;
- Discretionary additional holiday days are given at Christmas (up to a maximum of 2 days);
- We give you private medical health care with the option to upgrade and add optical and dental care;
- Discounted gym membership is available, through private medical insurance;
- We offer an employee assistance programme with access to physical, mental and emotional health advice & webinars, wellbeing videos and programmes, online counselling & mini health checks;
- The Cycle to Work scheme is available, including e-bikes;
- Fresh fruit baskets are placed in each office on a weekly basis;



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