

# MEET THE TEAM

Liam Andrews

Consultant, South East



We are very keen on building relationships —for the long term.

## **When and what made you join Chadwick Nott?**

I joined Chadwick Nott in November 2016 because I had heard great things about the company, the opportunities for progression and the way they treat and trust their employees.

## **Describe your role**

I am a consultant in the South East team covering Hampshire, Surrey, Sussex, Kent and the Thames Valley area. My role is twofold as I work with a wide range of law firms to help them recruit lawyers, as well as advise them on the market and salary levels. I also work with solicitors from NQ level up to Partners on anything from providing general career and salary advice to helping them find a new position.

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

This is a great line of work that rewards individuals who want to see their remuneration strongly linked to the amount of work and effort they put in. If you are a proactive, driven individual and like working with people then it is definitely worth considering. The interaction with a wide range of people and building relationships with clients and candidates alike is the most rewarding element of my work. No two conversations are the same!

## **What is it about the people or the culture at Chadwick Nott that you like?**

There is great support here and the team really pull in the same direction. Everyone here is committed to working together as a team and not solely benefit themselves. There is no element of people working against one another which you can get at some agencies, but there is an element of friendly competition which is great!



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

I would say that a major factor that sets Chadwick Nott apart from other agencies is the trust put into individuals here. We don't have KPI targets to meet and have flexibility to build our desk and progress our career in a number of ways. To supplement this we have an amazing internal support structure to help as and when needed.

I would also say that the variety of services offered to both clients and candidates sets Chadwick Nott apart from others. The care we take working closely for/with clients and candidates with the depth of resources on offer is a great package. We often get appreciative feedback on this.

**What's Chadwick Nott's relationship with JLDs/NQs?**

Chadwick Nott has a fantastic relationship with junior lawyers from numerous South East JLDs. We often sponsor and host events with them, and give short seminars offering career advice and market information. I think it's very important to build those relationships as we have resources and experience that can help shape careers of people who are taking the first steps in their legal career.

**Any trends you've recently seen in the South East?**

Other than transactional areas being quite busy, I have seen that firms are starting to develop and expand niche departments. For instance, firms are creating Contentious Probate teams separate to their private client or litigation departments with experts solely focusing in that area of work. I have also seen firms, where previously the commercial property department has dabbled in all areas of the discipline, develop agricultural property or residential development teams that operate separately. I believe there are a number of reactive and proactive factors that contribute to this but I feel a common theme is the commitment to developing deeper relationships with clients and providing a full range of specialist services to them.

**What's your favourite sports team, and why?**

Newcastle United because I grew up watching Alan Shearer and trying to copy him in the playground. I now play centre back for my local Saturday team so you can probably see how good I was at that!

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