

## Legal Recruitment News - 13th October 2021

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Good morning and welcome to the October 2021 edition of Legal Recruitment News. It includes our legal job market report, locum hourly rates, careers advice and suggested interview answers.

## Legal Job Market Report - October 13th 2021

Here is our summary of the current state of the legal job market:

### Locum Recruitment - Busy

We are still finding the market to be incredibly busy. Firms are still struggling to recruit locums who are prepared to attend office-based assignments, but numbers are starting to pick up and we usually get at least one locum available for each assignment sent through to us.

Conveyancing locums are beginning to get more frequently available and some of our longer standing consultants are starting to email us over availability as of November. October half term may still be a struggle to obtain cover for. Other fields of law are generally not too bad at all, although family seems an issue at the moment. Most corporate and commercial areas still attract a lot of interest, whether in private practice or in house. We are at least 100% up on assignments for the same time last year (see figures below).

Locum assignment updates here: <https://www.interimlawyers.co.uk/category/locum-solicitor-updates/>

### Permanent Recruitment - Busy

For some firms locum and permanent roles are now becoming more blurred - with firms seeking to take either on to cover busy workloads as fee earners start to realise there is value in the market at the moment and it is a good time to move to obtain a pay rise.. Some firms we come across may start to see an exodus of staff as rates are so low most of their lawyers will automatically get fairly substantial increases if they move. It is very much a candidate driven market at the moment - some roles will virtually be a 'name your price' scenario in order to recruit. However as we approach Christmas and work slows down the market will hopefully get back to a bit more normality..

Vacancies can be viewed here: <https://www.ten-percent.co.uk/vacancies/>

### **Law Firms for Sale - Busy**

A lot of enquiries are coming through at the moment but the quality of buyers is not as good as it was this time last year. Lots of speculative buyer approaches are taking place, but not so many are getting to offer stage.

Full list at <https://www.jonathanfagan.co.uk/law-accountancy-firms-for-sale/>. For a confidential discussion please ring 01824 780937 and speak to Jonathan Fagan or email [jbfagan@ten-percent.co.uk](mailto:jbfagan@ten-percent.co.uk).

## **Ten Percent Legal Recruitment Statistics**

General Statistics for September 2021 (bracketed number is for September 2020)

New permanent vacancies added: 34 (22)

New locum vacancies added: 53 (22)

New candidates registering: 34 (73)

## **REC/KPMG UK Job Market Report**

(we are members of the panel contributing to this report)

### **Key Findings**

Hiring activity rises sharply again amid robust demand for staff

Unprecedented increases in starting pay for permanent and temp workers...

...as candidate supply falls at near-record pace

### **KPMG Partner Comment:**

"This month's unprecedented increase in starting salaries – the highest in 24 years - is being driven by the near record fall in candidate availability. While higher salaries are good for job seekers, wage growth alone is unlikely to help sustain economic recovery because of limited levers to bring people with the right skills to where the jobs are and increase productivity. The sharp rise in hiring activity is a reason to be hopeful, but competition is fierce. The end of the furlough scheme should be bringing tens of thousands of new people to the jobs market, but many do not have the right skills to transfer to the sectors with most demand."

### **Response from the REC (the recruitment agency trade body):**

"Demand for workers continued to grow last month, while staff availability fell at a near record pace. Competition for staff has led to the fastest growth in starting salaries since this survey began – not just in logistics and food processing, but in white collar professions as well. But we have all seen how labour shortages have affected our everyday lives over the past few weeks, whether that's an empty petrol station or fewer goods on supermarket shelves. The scale of the shortages we are seeing cannot be explained by one factor alone, but are a major challenge to businesses' ability to drive the prosperity of the UK in the months and years to come – supporting families and paying the taxes that fund public services. While the current crises will pass, rising input costs and further tax rises would only mean higher prices and lower investment in the medium term. It is essential that government works in partnership with business to deliver sustainable growth and rising wages, rather than a crisis-driven sugar rush."



## **Hourly Rates of Pay for Locum Solicitors and Legal Executives**

## October 2021 Locum Hourly Rates - Solicitors and Legal Executives

NB: Remote Working Role rates are about 10-20% lower.

Child Care - £35-£45 per hour.

Civil Litigation – £30-£35 per hour.

Commercial Contract - £35-£75 per hour

Commercial Litigation – £35-£75 per hour.

Company Commercial – £45-£85 per hour.

Construction (non-contentious) £60-£75, (contentious) £45-£60 per hour

Conveyancing - £30 per hour and upwards (£35 the usual base rate). Recent rates pitched have included £40-£50 per hour.

Commercial Property – £37-£55 per hour

Employment Solicitors – £30-£42 per hour.

Family Solicitors – £32-£40 per hour.

In House Counsel: 0-3 years PQE – £35-£50 per hour,

In House Counsel: 3+ years PQE – £50-£95 per hour

In House Interim Lawyers (SMEs) - £50-£70 per hour

Insolvency - £35-£55 per hour.

IP - £50-80 per hour

Personal Injury and Clinical Negligence – 3+ years PQE – £25-£40 per hour.

Professional Negligence - £45-£55 per hour.

Wills & Probate – £35-£47 per hour.

We have an online calculator to convert hourly rates to salary equivalents [-click here](#).

NB all rates exclude agency fees. The rates are for self-employed locums billing firms directly on a weekly basis. These are the ranges we have seen over the last 30 days from assignments.

## Conveyancer Shortage - the Perfect Storm (and a lengthy read)

There is a huge shortage in the conveyancing job market at the moment, with a shortfall of conveyancing lawyers in most law firms and increased amounts of work coming in. As I write this article in September 2021 we have already had reports from industry experts that the market would crash or drop after June and the end of the stamp duty holiday, and subsequently that the market would drop or crash at the end of September 2021 at the end of all support to the property market.

What these reports and predictions don't take into account is that there have been seismic shifts in the numbers of conveyancers either looking for work or currently in roles.

### A Brief History According to Ten Percent Legal

In order to explain the conveyancing job market a bit of history is needed. Back in the mid 1990s conveyancing was starting to be seen as the poor cousin to most other areas of law on the high street. The government had removed a whole load of different bits of regulation - solicitors could now advertise for work, they could set prices, drop prices, pay referral fees (to a certain extent) and generally take part in competition to bring down prices of conveyancing. The bottom dropped out of the market and soon pretty much every firm was heading rapidly downhill in the amount of money it could make out of conveyancing. The theory was that if protection for the market was removed, it would increase competition & efficiency and therefore drive down prices with the work being done at the same level of quality.

What actually happened was that firms started making less money out of conveyancing, mistakes were made, professional indemnity insurance shot up and large operations started to appear to do vast amounts of conveyancing at low prices.

## The Big Collapse

Fast forward to 2008 and the bank collapse followed by the property crash put an end to a lot of conveyancing business for quite some time across the UK. We watched as a legal job market driven by the property market and making up a sizeable chunk of our profits drop down to less than about 5% of our turnover and the vast majority of conveyancers either not looking for work under any circumstances because there wasn't any to be found, and if there was any it would be done on a profit share, or moving out of the profession completely.

It got to the point where we were getting reports from conveyancing lawyers of many years standing that they were now earning more doing their part time jobs on the side to support their families than they were from the actual conveyancing work they were doing as well, whether on a profit share or part time or zero hours contract. We came across conveyancers taking roles as council planning officers and working night shifts in Tesco. Teaching and lecturing roles seemed very popular.

## Slow Movement

This market remained in place for about four to five years with very little conveyancing work and recruitment going on. When there was recruitment the salaries were not sufficient to attract anyone back into a role, or to get someone to move from one practice to another. Certain law firms deluded themselves into thinking that there were lots of willing and able conveyancers out there happy to work for less than they would get if they were working as a HGV lorry driver, and this was not necessarily the fault of the law firms, who since the 1990s had seen their own profits plummet from doing conveyancing, and therefore were not in a position to pay very much more.

Also quite a few conveyancing solicitors had discovered locuming work, partly by accident, and did not really want to move back into a salaried permanent role. Locuming for conveyancing took off in about 2014 and has got busier every year since.

## The Pandemic

However fast forwarding to the start of the pandemic and the property jobs market was nice and stable, consistent place, with a regular movement of staff from one firm to the next, a reasonable supply of conveyancing lawyers, whether locum or permanent, and a steady supply of work to most firms.

Unfortunately the pandemic then hit in March 2020 and the property market yet again went off a cliff. There was very little conveyancing going on because there were no viewings and no-one was allowed to travel to work. Pretty much everything across the economy stopped, but as usual the property market was excessively affected by all the seismic movements in the economy.

This meant that yet again conveyancers needed to be flexible and start to look at other options, whether within or outside the legal profession, and yet again there was very little work around for anybody who had found themselves out of a job at the start of the pandemic, or in need of locum work to sustain themselves.

Of course this meant that at about this time people were looking at alternative options, and therefore moving away from their traditional work of conveyancing into other things. So when we fast forward to the summer of 2021 and the huge amount of conveyancing going through law firms because of the stamp duty holiday and the sudden build up of savings in the economy, there were not enough

conveyancers to do the work.

### **Conveyancer Shortage and £75k Salaries**

Conveyancers who were available to do the work suddenly found themselves in huge demand for other firms who were, due to the amount of work coming through, suddenly able to pay increased amounts of money to attract staff. These increases in money meant that conveyancers were now able to start looking for alternative jobs, and in the same way that some houses across the country started to change hands at ridiculous prices, conveyancing staff found themselves being offered salaries by firms who used to offer £45,000 who are now putting out figures of £75,000 in order to try and get somebody in to cover the work.

Even so, we found that a good number of roles where firms were advertising at very high prices were still not attracting staff in because conveyancers who had been working flat out over the summer dealing with the increased caseload, were getting increasingly fed up of doing more of the same.

### **External Factors and Stress Levels**

The conveyancing process is still incredibly creaky and much, much slower than it could be. From the various searches, title checks, each party arguing and communicating with the other through all sorts of different means without any set procedures, the Land Registry not being sufficiently staffed or automated, title maps not being sufficiently accurate to record ownership in all cases and delays being thrown up at just about every single stage of the whole transaction.

We know ourselves from anecdotal experience that when there is a delay in the sale/purchase of a property all the parties simply blame the solicitors. The solicitors then get contacted constantly by just about everyone even when its nothing to do with them!

All of this makes the experience for most people buying and selling houses much more stressful than it ever needs to be. No-one has ever managed to really get control of this and sort it out so that the whole transaction becomes so much smoother, without any need for lengthy discussions or interventions from different parties.

The reason I've included this bit in this article is because the pressure all of this puts on conveyancers for the work they do is tremendous and a lot of them find it to be so stressful they simply don't want to continue. We get conveyancers contacting us fairly regularly looking for work in anything other than conveyancing and this has been the case now for a good number of years but dramatically increased since the pandemic.

The stamp duty holiday caseload has resulted in a number of conveyancing lawyers deciding they never want to do conveyancing again. Just to add to that is also the issue that quite a good number of conveyancers are older staff who have been doing it for long periods of time, and reaching the end of their career. Newer conveyancing lawyers coming into the market do a couple of years and then decide it's simply not for them and move on to other things, to have less stress, shorter hours and better pay.

### **Conveyancing and HGV Drivers**

So a little bit like HGV drivers, the market in smaller firms is top heavy with experienced staff who in turn work in their own way that may or may not include maximising the use of technology. This in turn causes issues for firms - we get a number of calls from practice managers who want to book a locum but are most apologetic because Bob Jones the conveyancer has his own way of working and most files are paper based and no remote working is possible (which in turn removes a large number of available locums!).

## Locums - a Cog in the Wheel

Conveyancing locums provide short term solutions to increases in work or absence of staff, whether through sickness or annual leave. Unfortunately the recent pandemic has drastically reduced the amount of availability of conveyancing locums because a number of them have taken fairly well paid permanent roles, others are not willing to travel to do conveyancing work, others have become disillusioned at the sheer amount of work that was dumped upon them when the stamp duty holiday came in and simply don't want to do work for certain firms, and others charge so much that firms cannot afford them. Similarly the market is aging and a number of locums are retiring completely (and others have passed away).

It has gone from a situation where if a conveyancing assignment came in to us we would be 80-90% sure of filling it or providing at least one potential locum to the firm for them to consider. In the summer we found ourselves being able to supply just one CV for every five conveyancing locum assignments that come our way, and even then it's likely to be someone we either haven't worked with before or charging serious amounts of money to do a job that would have cost a lot less a few years ago.

## So where does this leave the conveyancing market?

If the cost of undertaking the conveyancing is going up then surely it is time to increase the cost per conveyancing transaction in the hope of reducing the work yet maintaining turnover and profit from doing less of it for the same amount of money. Easier said than done of course, and we know as much as anyone else that as soon as you increase your prices you lose business! However the one area we think everyone can improve their staff retention is to reward them in the good times wherever possible.

## Allow your staff to benefit

Whilst increasing salaries may not be an option, firms perhaps need to look at their bonus structures and make it easier for staff to benefit from any boom in the conveyancing market, and to avoid the whole saga of conveyancing lawyers looking to move on as soon as the market gets busy because other companies are paying a lot more than yours.

Obviously partners of law firms will say, "Yes but in the quieter times we look after our staff and still pay them, so our staff ought to show us some loyalty when we stick by them in those times when we get to busier times and we take more of the profit".

I entirely agree with this sentiment but it's not reality. People who are not being particularly well paid in the first place will always look to move on if somebody comes along waving more money at them for the same work, provided there's no other issues involved. It's human nature and I think at times partners of law firms forget that everyone has to pay overheads and bills, and it's easier said than done to retain staff solely on a loyalty basis.

Going forwards from 2021 it is highly likely that the market will drop down to more quieter levels as all sorts of new crises kick in and the property market quietens down a lot. It is these times when firms have to start thinking about the next boom and how they're going to deal with it, and perhaps put things in place now that will enable them to survive in the longer term.

## **Interview Question 50 – Give an example of a recent commercial deal that captured your attention; which**

## party/side in this deal would you like to work for if you were a lawyer and why?

### Advice

This question could be translated into a range of professions and industry types. There is not much really to answering it except having the ability to present a coherent and structured response. You need to think carefully about the deal that's captured your attention, make sure you know enough about it to be able to talk around it and state which side you would like to act for.

This is one of the reasons that you cannot just simply walk into an interview in any profession and expect to answer questions well if you have not prepared for the interview. Preparing for interview involves close industry research before you attend and the best way of doing this is simply to read trade journals and magazines and look at what is going on in the real world. Looking at academic papers or theoretical arguments will not aid you in this task.

### Examples of Answers

"A case involving Barclays Bank and Nat West caught my eye, because of the issue of insider dealing. The courts in this case summed up the issue concisely by saying that the parties needed to sit down and negotiate further. I would have liked to act on behalf of Barclays as the restructuring would have appealed to me in view of its complexity".

## Sh1t happens – how to explain away bad things on a CV (or not)

Let's face it, bad things happen to everybody, whether you have been arrested for drink driving, stolen money out of the client account, got convicted of assault on a drunken night out, been ill during your A levels and failed three of them, suffered a bereavement when completing your degree and getting a lower grade than expected, jumping on the senior partner's desk and punching him in the face, tipping a cup of hot coffee over a colleague because you didn't like them, and many more things besides.

You may have been sacked from your job, failed to get a reference because you fell out with the partner, not been able to explain the three years you spent in prison on the CV, or not being able to apply for a job because you had a third class degree rather than a 2.1.

Sh\*t happens!

Firstly, you need to accept that in quite a lot of these circumstances it is virtually impossible to explain these things away or to justify them. You cannot write:

2012 – 2014 HMP Winson Green, Prisoner

Served two years for the theft of £500,000 from the client account.

Suffering from gambling addiction hence out of character behaviour.

This doesn't work. It will never work, and sometimes there are things on a CV that you simply cannot try to justify or to give an excuse for.

Getting low A level grades or getting a third class degree when you were expecting a 2.1 degree is something that in most circumstances you simply have to live with. It has become common to see at least one excuse on a CV to explain why something has happened. Quite a lot of these link in to

short term stays with law firms when people have joined a law firm for three months and then left quickly because they haven't liked the working conditions or the firm, or they have fallen out with a colleague, or, more common, the excuse for any low grades during an academic career. It has even become fashionable to justify or try to explain away why someone has a 2.1 degree rather than a first class degree, as they see it almost as a failure rather than an achievement.

I suspect somewhere in universities around the UK that careers advice has changed in recent years to make it the done thing to try and explain anything that's bad or considered bad and to come up with an excuse for it. I am afraid to say that in the vast majority of cases most things cannot be simply explained away, and you need to simply accept that these things have happened and to get on with it.

In relation to the more serious issues are concerned on a CV, we have seen them dealt with in different ways. The most interesting experience was with a convicted fraudster.

### **The Convicted Lawyer**

Many years ago we had a solicitor register with us who was describing himself as a lawyer, not a solicitor, and had a rather large gap on his CV. His name on Google wasn't bringing up any information about his career or who he was, but when we adjusted his name slightly it soon transpired that he had been convicted of a £10,000,000 fraud and had served seven years at Her Majesty's Pleasure. His CV did not include the name of the firm where he had been prior to his arrest, he changed his name and he had left a gap on the CV that basically indicated that he had been a consultant to various individuals (presumably fellow prisoners), and therefore his CV was very accurate.

Obviously this ex-solicitor had no shame and for some unknown reason was still trying to do legal work despite his prison sentence. There is no real way to explain away stealing £10,000,000 and serving seven years in prison and this is why I have included this as one of my examples at the top of this article.

It does not matter who you are or at what stage you are in your career, sh\*t really does happen to some of us and sometimes you cannot use it as a mitigating excuse for something else, and then expect people to then decide to employ you.

Sometimes you just have to get on with things, get other experiences under your belt or qualifications, and move forward with that, and just accept that these things have happened in the past and they are part of your existence.

### **When should I mention mitigating circumstances?**

Naturally there are circumstances when mitigating circumstances can play a part in job applications, but they are few and far between. It is never a good idea to include references to deaths in the family, serious illnesses or disabilities when making job applications. This is mainly because although it might seem like a good reason for a lower grade, you don't want to be remembered by that employer as the candidate who applied whose dad died during his A levels. You stand a better chance of employment if you are remembered as the candidate with the very good 2.1 degree and 12 months of good, solid legal work experience.

If you want a second opinion as to whether a mitigating circumstance should be on a CV, send us an email with the mitigating circumstance and we'll give you our opinion. [cv@ten-percent.co.uk](mailto:cv@ten-percent.co.uk)

**Career Coaching & CV Review Services - free and paid**

Ten Percent Legal has been coaching lawyers and reviewing CVs for over 20 years. We have worked on CVs at all levels of experience, from law students through to senior partners.

This is a guide to our services, both free of charge and paid. [Testimonials for our careers services can be found here.](#)

### CV Reviews

We provide free CV reviews, providing you are willing for us to post our review live on our website - example of a recent one is here: <https://www.ten-percent.co.uk/cv-review-commercial-paralegal-with-experience/>

We review CVs as a paid service (£64.99) and application forms for all kinds of legal work (£75). We will review your CV or form, provide full feedback and suggestions on how to improve it as well as any additional follow up advice needed. [Details here.](#)

### Career Coaching

We are offering a career coaching session with one of our consultants for a fixed price. One hour consultation by Zoom, usually on a Monday morning. We are always happy to answer any questions by email at no cost (we post our answers on our blog). [To request a session please click here.](#) Feedback on our legal career coaching service (established in 2001) [can be found here.](#)

### CV Guides - no charge

CV Guides - [take a look at our CV guides](#) - all available at no cost online. <https://www.ten-percent.co.uk/cv-advice/>

Articles include: CV Myth - fitting a CV onto two pages, 20 second guide to writing a CV, Adding Extra Value, CV Writing Tips for Senior Solicitors (if you don't bother reading this it basically says write a lot more!), CV Writing for NQ Solicitors, Skills Sections, 5 Common Mistakes to Avoid, CV Writing for Locum Work, Avoiding Waffly Nonsense, Lying on CVs, Applying for Jobs after 25 years in the same role and many, many more. We have been writing CV guides for almost 20 years so there are quite a few.. Full index here - <https://www.ten-percent.co.uk/cv-advice/>

## Low Cost Recruitment for Solicitors - Ten Percent Unlimited

Recruit as many staff as you like over a set period of time (3 or 5 years) for a low monthly fee starting at just £65 plus VAT. We offer this service to law firms and accountancy practices. There are no restrictions on numbers and no other similar services exist in the recruitment industry. You can save £000s on your ongoing recruitment. Includes unlimited job posting on [www.chancerylane.co.uk](http://www.chancerylane.co.uk). Interested? Call Clare Fagan on 0207 127 4343 or email [clare.fagan@ten-percent.co.uk](mailto:clare.fagan@ten-percent.co.uk). [www.tenpercentunlimited.co.uk](http://www.tenpercentunlimited.co.uk).

## How to be a Locum - pdf guide

We have produced a guide on how to be a locum. This includes sections on getting work, realistic expectations, hourly rates, popular fields of law, payment, insurance, umbrella companies and much more. Available for download or to read online from [www.interimlawyers.co.uk](http://www.interimlawyers.co.uk).

## Outsourcing Translation & Typing

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our team of over 200 secretaries and translators. Established in 2003, we work on thousands of hours of recording every year for law firms, the NHS, academic institutions and individuals. We are preferred suppliers to a number of institutions. Try the service out - email your recording to [anna@tptranscription.co.uk](mailto:anna@tptranscription.co.uk), upload your file using our secure systems at [www.tptranscription.co.uk](http://www.tptranscription.co.uk) or call 01745 813306.

## About Ten-Percent Legal Recruitment

We are a specialist legal recruiter, covering both permanent and locum roles across the whole of the UK. Over 11,000 lawyers are registered with us and we have access to a range of external and internal job boards and websites where we do not have candidates available ourselves. We also assist with recruitment advice and assistance, regularly advising partners and practice managers on suitable salary and package levels.

Our company is unique for a number of reasons, including the fact that we are not shy to publish our fee structure and also donate a chunk of our profits to charity each year. We offer unlimited permanent and locum recruitment for a fixed monthly fee or one-off fees depending on the job. We also buy and sell law firms. We donate 10% of our profits annually to charity, hence our name.

We have four recruitment consultants, Jonathan Fagan, Clare Fagan, Peter Gresty and Emma Ireland. Jonathan is a non-practising solicitor and Emma is a law graduate. As a team we have over 40 years of experience in the legal profession.

Ten-Percent Legal Recruitment also owns Interim Lawyers, a specialist locum service. We operate an outsourced UK based typing service as well – [www.tptranscription.co.uk](http://www.tptranscription.co.uk) and are preferred suppliers to a number of institutional clients and law firms across the UK and overseas.

The Ten-Percent Group of Legal Recruitment websites gives 10% of annual profits to charity. We have maintained this tradition since we formed the company 20 years ago. So far over £125k has been donated to charities in the UK and Africa including LawCare, Unlock and Reprieve.

We hope you have enjoyed reading our newsletter and look forward to hearing from you if we can assist further.

Warm regards

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