



BECOME A
CONSULTANT
LAWYER

Join us and be Cognitive

We're looking for entrepreneurial solicitors, legal executives, and barristers to join our boutique consultancy law firm. We want to engage with individuals who share our vision (and have the courage) to work in a new way, whilst delivering the very best in legal services to their clients.

Our firm is growing organically and welcomes lawyers looking to take back control of their careers.

Cognitive Law unites lawyers in an environment that is large enough to support them whilst they practice the law, yet small enough to care about them whilst they continue to grow both personally and professionally.

We believe that many solicitors already have the skills needed to embrace consultancy, and we want to offer them the freedom to grow their practice without any restrictions slowing them down.

We know how to help lawyers overcome the fear of the unknown that may go with working with a non-traditional law firm. That's because we know from experience what lawyers need to thrive (not survive) in their legal careers. We ensure that all our lawyers are nurtured with coaching, training and mentoring, and given the reassurance to confidently build the next stage of their career with Cognitive Law.

Are you Cognitive?

Our consultants are aspirational, passionate about their clients, and totally in control of their lives. With well-honed legal and business skills, Cognitive's consultants are leaders in their fields, whom we enable to grow and flourish their practices.

Our consultants have excellent reputations for delivering legal services and managing client relationships. Gained through years of experience, they demonstrate empathy and understanding in all their connections and know how this transforms into a profitable business.

A Cognitive consultant knows that hard work is an ethic and a value; and that time spent does not just mean hours on a timesheet.

Our consultants have the courage to ask questions, of themselves and of others. They actively think outside of traditional structures, in terms of both their clients' needs, and their own careers.

Cognitive's consultants have extensive experience (on average at least 8 years PQE) which gives them a solid professional grounding. But more importantly they are also individuals who want to be part of something new.

A consultant with Cognitive Law has the mindset and motivation to grow something scalable with long term value whilst thriving in a collegiate and supported environment.

How does Cognitive work?

It's not always a question of work/life balance, but of work/life management. There are times when you want or need to spend more time on a particular part of your life, and Cognitive can help you tip the scales in that favour.

As a Cognitive consultant you have the flexibility to plan when, where, and how you work at any given time. Our consultancy allows you to ditch the commute, bin the suit, and choose the clients you work for.

It might mean stepping out of your comfort zone, but it doesn't mean going it alone. Cognitive's mission is to facilitate working within a new, self-employed framework, without compromise.

Cognitive enables you to work freely as a self-employed consultant by providing you with full support and compliance, to make fee earning as easy as possible. There are no office hours, no fee earning targets, and no set chargeable hours. You simply do the legal work and leave the rest to us.

We will support you every step of the way. Have a read of our downloadable 4 step guide to becoming a Cognitive consultant, from the first call to the first client.

We've got your back

The steps involved in transitioning from employment or partnership to self-employment are not to be underestimated.

To support lawyers making the move from employed to self-employed consultant we offer an in-depth two-part transition course that guides and supports you throughout the process.

The first part of our course is preparatory, undertaken pre-consultancy to pave a smooth path forward. The second part, which provides personal and practical support during your consultancy, is undertaken when you join Cognitive Law.

Pre Consultancy	Consultancy and Beyond
<ul style="list-style-type: none">● Creating a Business Plan● Restrictive covenants● Negotiated exit● Setting up a limited company● Accounting● Personal Finance Insurance● Home office● Client communication Mentoring	<ul style="list-style-type: none">● Marketing Plan● Fee Structures● Business Development● Case Management System● Procedures and Policies● Compliance● Team Integration● Mentoring

Once you're up and running, we don't just leave you to it. We all need a little help every now and then, and Cognitive Law has the team and systems in place to give you support whenever you need it. Whether it's IT, admin, coaching, or paralegal assistance that's required, we'll be right behind you.

We make sure that the essential back-office processes and procedures are taken care of. Cognitive arranges professional indemnity insurance, handles compliance management, and ensures the smooth running of your practice. You really can have the best of both worlds – the benefit of knowing that the details are being looked after, whilst retaining control of your working life.

We will help you fulfil your Business Plan, and work with you to support your Marketing Plan. That's because we will have worked with you to develop those plans, and we will use them to support you every step of the way throughout your consultancy.

The Financial Bit

Cognitive consultants earn 70% of all paid fees from the very start. Right from the beginning, we recognise your talent and reward you accordingly. And you can say goodbye to billing targets and fixed hourly rates. Cognitive consultants set their own charging structures appropriate to their clients.

With an increasing amount of work being completed to a fixed fee, we offer pricing strategy advice, giving you the autonomy to determine the appropriate pricing of your work.

We reduce the risk of practising law independently by removing onerous overheads and putting in place financial controls and systems, such as self-billing, invoicing and credit control. No more financial reporting or fee forecasting - except for yourself. You can be confident that the time you spend working is productively spent on practising the law and servicing your clients.

Here's an example of what you could earn at Cognitive Law.

Billing amount:	You take home:
£120K	£84K
£240K	£168K
£360K	£252K

A bit about us

As a client-centric law firm, outstanding levels of service are at the core of our business. We operate a fee-sharing model which is industry leading and designed to reward you incrementally on how much legal work you choose to undertake.

Through our nationwide consultancy network, we provide commercial legal services to a wide range of industry sectors, as well as specialist legal advice to individuals on a range of private client and family matters.

At the heart of Cognitive Law are the relationships that foster outstanding levels of service. When engaging with a consultant of Cognitive Law, our clients choose to work with an individual not a corporate entity. All of our lawyers offer a bespoke 1:1 service to their clients in a way and at a time that suits them best.

Cognitive Community

The Cognitive community is made up of individuals who share the vision of working in a new way, whilst delivering the very best in legal services to their clients. And our managing director, Lucy Tarrant, is as passionate about the well-being of the firm's consultants as she is about providing an incredible legal service to the firm's clients.

Lucy recognises that although you want to work flexibly and remotely, as like-minded individuals we all thrive from being part of a community. We may not all sit in the same office but we are all part of the Cognitive Law community - online, virtually, over the phone (and yes, sometimes still in person!), as we share, develop and grow professionally together. By collaborating to share resources, knowledge and referrals, our legal community grows in strength.

It doesn't even matter where you are based. We started in Brighton and now have consultants throughout the UK. Working together, we can do that with you, wherever you wish, in England or Wales.

Just as we believe that every member of our Cognitive Law community should be afforded the tools to manage their work/life commitments, we also enable everyone to give back to the wider communities to which we all belong.

We are all part of different communities – the law, our families, schools, gyms, and churches etc., all of which only thrive when we as members actively contribute to their success. Cognitive Law encourages its community to give something back whenever possible. We believe we are all part of one wider community and so enable our consultants to get involved and make a difference. Whether you want to apply a discounted rate to a charity client, or abseil off the nearest rock face, Cognitive Law will actively encourage you to do your bit.

Diversity and Inclusivity

Our mission is to provide high quality, personalised legal services, and exemplary client care across a range of legal sectors. To succeed in this mission we are committed to building a team that represents the widest variety of backgrounds, perspectives, and skills possible. No member of our team is the same as another and that's our greatest strength. Collectively we can empower everyone to achieve their greatest individual potential.

In short, we want you for who you are, and the skills and experience you bring. We don't care where you're from, what you look like or what your home set up is. We want you. Full stop. All you have to be is brilliant and we'll do the rest.



Cognitive Culture - Choice

We know it's cheesy, but this firm has values.

And with values come behaviours that we endorse, and those that we don't.

This is our CHOICE

Our values	Dos	Don'ts
Collaboration	Work with others – clients, colleagues, opponents, regulators – everyone. Ask yourself if you're the right person.	Be rigid or too challenging. Assume you have all the answers. Be selfish.
Humility	Trust everyone as an equal. Leave your ego behind.	Think you're superior. Be afraid to show it.
Ownership	Accept responsibility for what you do. Hold yourself accountable.	Attribute blame. Pass the buck.
Initiative	Go the extra mile. Think outside the box.	Give up. Say it can't be done.
Clarity	Make everything simple. Be transparent.	Confuse or fail to explain. Hide anything.
Easier lives	For everyone including yourself. Ask if it makes life easier.	Make life harder. Look at the negatives.



Let's talk about how we could make your life easier

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