



Thackray Williams

Discover Thackray Williams

# Thackray Williams: Vision



At TW, we recognise that our people are our biggest asset. We pride ourselves on setting high standards for all members of staff, with a commitment to excellent client service being at the heart of everything we do. Our core values and competencies define how we conduct ourselves and our business. When you join TW, you will find a supportive and flexible working environment, with a natural culture of fun. While qualifications, experience and capability are important, for us there is more to it. We're equally interested in talent, creativity, personality and above all passion.



For the 2023-24 period, we saw a huge 9.1% growth in revenue. But we aren't stopping there, with revenue growth ambitions of £20m by 2030; increasing market share and expertise across all commercial legal services and becoming an established top 200 Law Firm, we are not afraid to set the bar high.



We consistently deliver outstanding client service, being recognised as a leader in our market sectors whilst simultaneously increasing our presence



Our people are the key to our success. We work closely with our people to ensure that we understand their personal ambitions and empower them to reach their goals. Our ambitious growth plans provide our people with the opportunity to grow and thrive in their careers. We are looking for high performing and dynamic professionals who care about our firm and want to work as part of a team whilst reaching their full potential.



We are dedicated to fostering a culture of diversity and inclusion. We believe that our strength lies in the diversity of our team and the variety of perspectives, skills, and experiences each of you bring.



Our dedicated ESG committee drives firm-wide strategies to ensure we remain ahead of the curve, creating opportunities for individuals to make a meaningful difference both within the firm and to the wider environment and community

# Thackray Williams: Opportunity



As an extraordinary firm we demand exceptional people. Thoughtful, intuitive, determined individuals who are approachable and insightful. It's these qualities that define us and have built our reputation as a leading full-service law firm that cares.

With us, you'll have the opportunity to grow, no matter where you are in your career. You'll be able to tackle the same high quality work you'd expect in larger firms, but our size and open culture mean you'll always be an individual and never just a number. With our Competency Framework setting out expectations clearly, the support of your Line Manager through quarterly performance check-ins, and investment in both internal and external training, your career at TW will flourish.

Unlike some city firms, our employees have highly rewarding legal careers whilst maintaining that work-life balance; ensuring that precious family moments are not missed.

We are immensely proud to have been accredited with the highly-prized LEXCEL Practice Management Standard. This is a quality mark specifically for solicitors. The firm is also included in the Legal 500 and Chambers Guides.

Details of our vacancies can be found on our careers page [here](#).



## TW Sectors

Education  
Financial & Professional Services  
Private Wealth  
Real Estate  
Retail, Hospitality and Leisure  
Sport



## TW Practice Areas

Corporate & Commercial  
Employment  
Family  
Litigation  
Private Client  
Real Estate



# Thackray Williams: Experience



## Culture

### Values

Our values underpin everything we do, including our recruitment, performance and promotion processes. We live by our values which define how we conduct ourselves and our business.



Open to Change



Honesty and Integrity



Pursuit of Excellence



Supportive of Others

### Inclusion

People from all walks of life, cultures and backgrounds have made a home here. We're interested in getting to know the real you. This is why we ask you to be your unique self, because it benefits us all. You will always be recognised for being who you are and what you do.

### Having Fun

We believe that fostering a vibrant work environment makes us more productive, creative and engaged. We spend a lot of time planning how to bring fun into our working day with a dedicated Social Committee organising many events throughout the year. We work hard to create an environment where our people enjoy coming to work and where our clients want to work with us.

### Office Space

Each of our offices are as diverse as the people that work within them and offer a modern, collaborative and wellbeing focused place for you to work. They reflect our firm's values by encouraging the development of excellence and teamwork, with a collaborative open-door policy.



# Thackray Williams: Don't just take our word for it



## Lee- Ann Diaz



*I joined the firm just before the pandemic and even in the midst of uncertain times felt welcomed by my team and the wider firm. I then wanted to gain some city experience and take on a more broader role within the Private Client sphere and moved to a Top Tier 1 firm in London. 'Not all that glitters is gold' was true of my experience there and I realised there was such great value in working with genuinely nice people and having supervisors and team members that were your biggest champions. I returned to Thackray Williams in October 2023 and there is not a day that I have regretted my decision. I must further add that I still have so many opportunities to work on complex and HNW matters so for me there has been no compromise.*

## Marcus Beavis



*In 2010, I had the opportunity to complete some work experience in the family department, which led to being offered a legal assistant position in 2012 in the New build team. From the minute I joined the firm, I always felt supported and respected whilst being given the opportunity to grow. My dream was to become a qualified solicitor and one day become a partner within a successful law firm. At TW this dream has become a reality and through my hard work and with the support of the firm, I was promoted to Partner in April 2022. I have always felt that I am able to be myself at all times and that the firm provide a diverse working environment. It is evident that if you work hard and aspire to achieve great things, this can happen at Thackray Williams.*

## Nick Gabay



*I was with my previous law firm for over 20 years. I was happy there and thought I would spend my whole career with the same firm. But then, I got a call about an opportunity at Thackray Williams. I was impressed by the management team and their ambitious expansion plans. It felt like they were on a really exciting upward trajectory; it was an amazing opportunity to join that journey and drive growth in the Corporate and Commercial sector. We are committed to improving everything about what we do; the well-being of our staff, the service to clients, the tools we need to provide that service and the general culture of being a fun place to work.*

*At TW, the grass is so much greener.*

