



LOVE WHAT YOU DO



TAN WARD

# WHY TAN WARD?

- Achieve your career ambitions without the distraction and politics of partner-track
- Total autonomy to choose the work:life structure that fits your personal priorities
- Transparent remuneration that maximises your earnings based on the work you do
- Enhanced support for our new Partners providing a strong platform for your growth
- Operating in a culture that's built on living our company values every day
- Comprehensive back-office support giving you the freedom to practice
- Team working and tailored development to ensure personal growth and best practice

**Bloomberg**  
**THE  TIMES**  
**METRO**

**PM**  
People Management

# OUR FOUNDERS

We're lawyers with over 35 years' combined experience in music, media and technology law. We founded Tan Ward to give ambitious lawyers a fairer, more rewarding career path. Our practice is built on an ethos of complete autonomy; giving lawyers absolute control over their earnings and work-life balance.

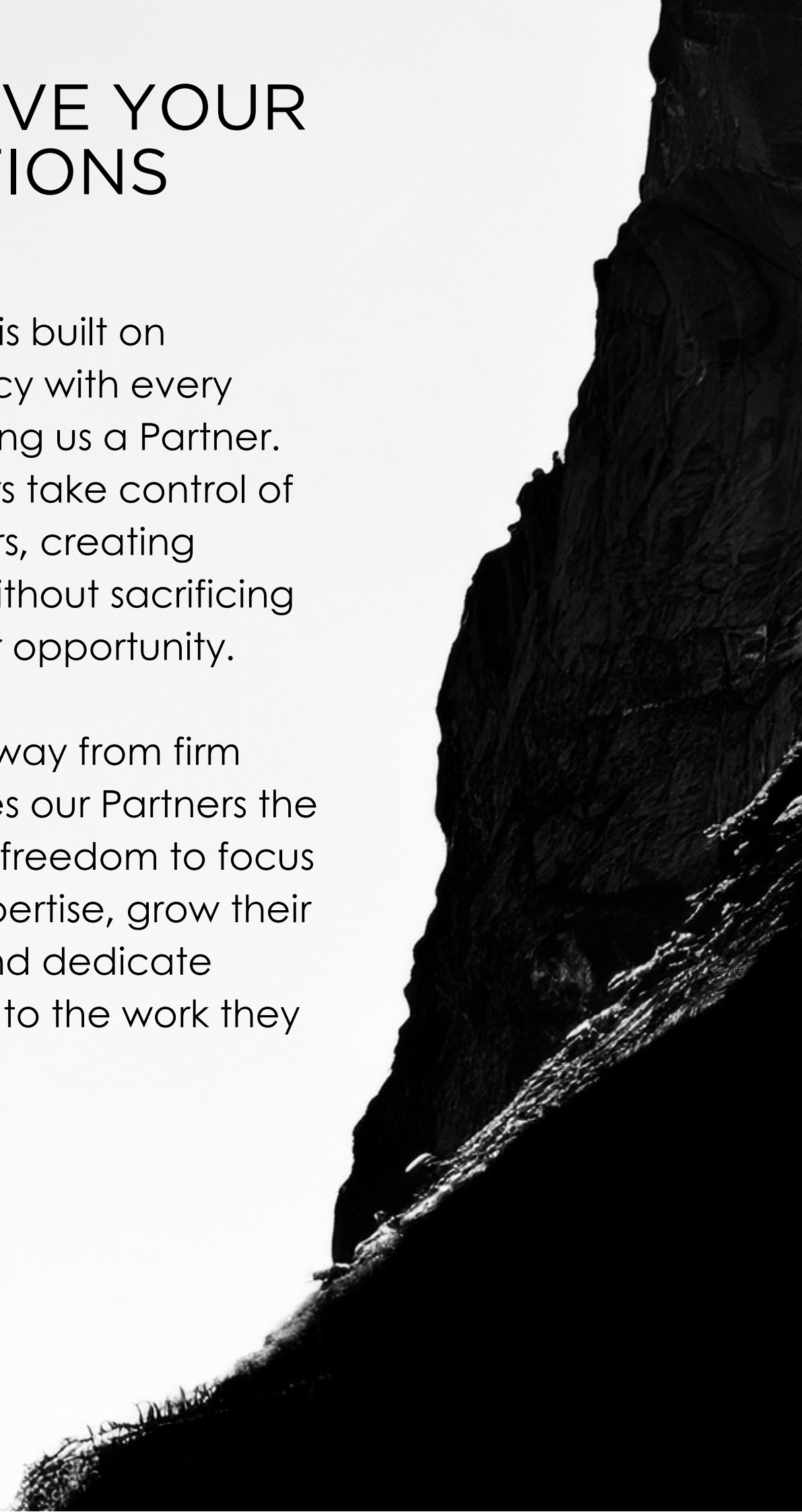
We've experienced first-hand how this freedom improves professional and personal life. This guide shares more about our approach and how it empowers you to love what you do.



# ACHIEVE YOUR AMBITIONS

Our model is built on transparency with every lawyer joining us a Partner. Our Partners take control of their careers, creating certainty without sacrificing ambition or opportunity.

Stepping away from firm politics gives our Partners the space and freedom to focus on their expertise, grow their practice and dedicate themselves to the work they love.



# TOTAL AUTONOMY

Our Partners choose the work:life structure that fits their personal priorities and professional ambitions. With no minimum working requirements, no restrictions on other professional commitments and no must attend meetings, Partners have complete freedom to structure every day exactly as they wish.

This autonomy extends to allowing Partners to structure their financial and tax arrangements to suit their personal situations.

# MAXIMISE YOUR INCOME

We believe that you should be paid for the work you do, without the constraints and politics of departmental budget allocations, annual pay reviews and bonus awards. Our Partners retain up to 80% of their income with a transparent fee structure that is consistent across Tan Ward.

And with comprehensive backoffice support, our Partners are free to focus on delivering great work for clients without distraction.

# SUPPORTING YOUR GROWTH

We understand it can be hard to judge the size and strength of your following before you join. That's why we provide you with additional opportunities via our established industry and client networks when you become a Tan Ward partner.

We're continually investing in the Tan Ward brand to bolster our reputation in our core markets. And we're committed to ensuring that our Partners have a strong platform to grow their practices

## GUIDED BY OUR VALUES

We are a law practice built on our values. We believe that a positive organisation culture is vital to our success which is why our values are lived and constantly worked on.

Our culture and practice is based upon shared values of Integrity, Fairness, Respect, Inclusivity, Support, Collaboration. Our values guide our decision-making and are the shared responsibility of all our Partners. Re-inventing Media Law

# BACK OFFICE SUPPORT

We've invested in an expert backoffice team so you're free to focus on your clients and growing your practice with complete confidence. Led by an in-house team, our comprehensive approach has been developed following industry-best practice and regulatory codes. Our back-office support covers practising certificates, cyber security, insurances, file opening processes, compliance, IT, time recording, billing and credit control.

# TAILORED DEVELOPMENT

We provide tailored support that helps our Partners grow their practice, their network and continues their professional development.

Aligned to individual growth, we're also committed to investing in growing the Tan Ward brand within our target markets. We're passionate about growing our Partners' practices as well as the Tan Ward platform to maximise the impact we can make.

# LOVE WHAT YOU DO

## TAN WARD

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