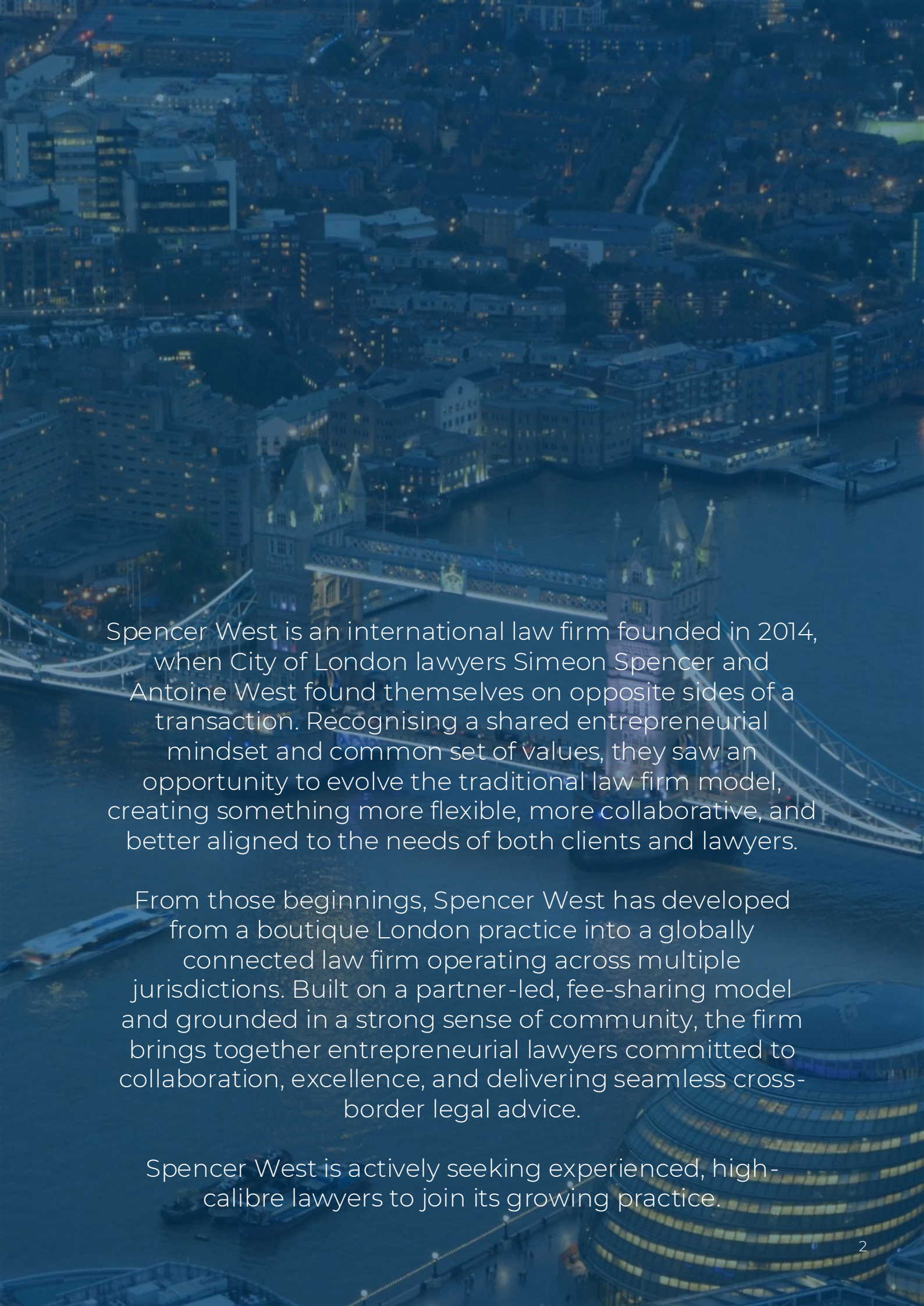


SPENCER ^{*}WEST

A guide to joining
Spencer West

An aerial night photograph of London, featuring the Tower Bridge illuminated over the River Thames. The city skyline is visible in the background with numerous lit-up buildings.

Spencer West is an international law firm founded in 2014, when City of London lawyers Simeon Spencer and Antoine West found themselves on opposite sides of a transaction. Recognising a shared entrepreneurial mindset and common set of values, they saw an opportunity to evolve the traditional law firm model, creating something more flexible, more collaborative, and better aligned to the needs of both clients and lawyers.

From those beginnings, Spencer West has developed from a boutique London practice into a globally connected law firm operating across multiple jurisdictions. Built on a partner-led, fee-sharing model and grounded in a strong sense of community, the firm brings together entrepreneurial lawyers committed to collaboration, excellence, and delivering seamless cross-border legal advice.

Spencer West is actively seeking experienced, high-calibre lawyers to join its growing practice.

INTRODUCTION

Welcome to Spencer West.

We're delighted you are considering joining our community of entrepreneurial lawyers. Spencer West is a new breed of law firm – collaborative, ambitious, and focused on helping you build the practice you want.

Whether you are joining us from a large international firm, a boutique practice, or an in-house role, you'll find the freedom to shape your career on your terms, with the full support of a globally connected team.

Our vision is simple: to offer clients high-quality legal advice delivered by experienced partners who understand business and value relationships. We invite you to be part of that vision, and we're excited to see what you bring to our growing firm.

- Antoine West & Simeon Spencer, Co-Founders.

A photograph of two men standing in front of a blue backdrop with the Spencer West logo. The man on the left is wearing a dark red suit, and the man on the right is wearing a blue suit. Both are smiling. The backdrop features the text "SPENCER WEST" in large white letters, with a small white asterisk above the "W".

SPENCER WEST

OUR STORY

Spencer West brings its core values of Excellence, Collaboration and a strong Business Focus to the law. We exist to be a world-changing law firm by being a diverse, international community of lawyers, liberated to build powerful networks of practice both locally and globally.

From the early days of 2018, Spencer West was a successful two-partner City practice with a strong culture and loyal client base. Recognising the opportunity to scale, the founders introduced a partner-led model that combined the quality of traditional legal practice with the autonomy and adaptability of a modern platform. This attracted experienced lawyers from leading international firms and senior in-house roles, and by summer 2019 Spencer West had grown to 15 partners.

* A model built for change

The global shift in working practices during 2020 and 2021 became a turning point. As senior lawyers re-evaluated how and where they worked, Spencer West's flexible, partner-led structure proved highly effective, enabling collaboration across locations, supporting dynamic client relationships and removing the constraints of traditional office-based models.

By 2021, the firm recognised that the model which had succeeded in London could be applied internationally, bringing together high-quality lawyers across jurisdictions to deliver seamless cross-border advice and attract increasingly sophisticated global work.



OUR STORY

* International growth

From 2022 onwards, Spencer West expanded beyond its UK roots into key international markets across offshore jurisdictions, Europe, Africa and beyond. By 2023, the firm had grown to more than 260 partners, with new offices in Europe, strategic relationships in additional regions and broadened capabilities in areas such as private wealth.

In 2024 and 2025, the firm continued building our international footprint across Africa, the Caribbean, Europe, the Middle East, Asia Pacific and the United States. In 2026, Spencer West reached a major milestone: more than 360 partners across over 25 jurisdictions, including a United States launch with offices in New York and San Francisco.

* A globally connected firm

Today, Spencer West is a full-service international law firm serving clients through a single, integrated model. Our lawyers are based in key markets around the world and work collaboratively to deliver consistent, high-quality advice across borders.

The firm organises around clients rather than offices, bringing together the right expertise wherever it sits to support international businesses, investors and private clients facing complex, multi-jurisdictional challenges.

* Looking ahead

Looking ahead, Spencer West remains focused on sustainable international growth, attracting exceptional lawyers in key markets, strengthening cross-border collaboration and supporting clients whose needs increasingly span jurisdictions.

Our journey reflects both where the firm began and where we are going – from a boutique London practice to a globally connected law firm designed for modern international legal practice.

25

jurisdictions

34

practice areas

360+

partners

550+

colleagues

3,750+

matters referred
between colleagues
each year

36%

of matters involve two
or more colleagues

Spencer West is a global firm with offices across the UK, United States, Europe, the Caribbean, Middle East, and Asia Pacific, united by a vision to empower its Partners to collaborate and thrive across borders.

GLOBAL REACH

Spencer West is a global legal force. Our international reach spans across Europe, Africa, the Americas, Asia Pacific and the Caribbean, ensuring we're always where our clients need us.

We've firmly planted our flag in business hubs worldwide and have formed trusted relationships with key experts in many additional locations, allowing us to provide comprehensive support, no matter where your legal challenges arise.

WHY SPENCER WEST?

At Spencer West we are always looking for exceptional talent to join the team, so why should you come and work with us?

* Flexibility and whole of life balance

You can work from anywhere that suits you – your office, your home office, or any one of our offices across our international practices.

* Excellence and business development

If you join Spencer West, you will be joining a community of experts selected for their legal excellence, business acumen and collaborative approach.

You will have the opportunity to join high-calibre peer groups in your practice area and your industry sector – where our colleagues draw on complementary skills and expertise to develop business together.

* Supportive infrastructure

We set you up for success with a supportive firm infrastructure, covering a cutting edge practice management system, access to legal knowhow & AI tools, compliance and insurance, support with accounts and marketing, and office facilities across our international network.

* Build your team as a Business Unit

We are specifically structured to give you the freedom to build your own legal and administrative team to support the growth of your practice. All will be valued members of our firm.



WHY SPENCER WEST?

^{*} International markets. Local expertise

We are lawyers and business people who work collaboratively across borders and cultures, harnessing our international expertise with experience 'on the ground' in each country.

With the firm regularly opening and growing international offices across a variety of jurisdictions, we provide a unique home for lawyers with international practices looking to be part of a team with a truly global outlook. Where lawyers wish to practice out of more than one jurisdiction, we try to accommodate this.

^{*} Culture

Our colleagues are part of a warm, collaborative culture, where Partners feel valued and enjoy working together. Our colleagues comment that they have never enjoyed professional life as much as they do at Spencer West.

Our Collaboration Director will put you in touch with colleagues in complementary areas, and our International Business Director fosters links between Partners in our respective offices. Our Wellbeing Director offers support and champions positive mental health and wellbeing.



WHY SPENCER WEST?

* Generous Compensation

We offer a generous revenue-sharing remuneration structure, with Partners typically receiving between 70% and 80% of relevant billings. Our Partners also benefit from the strong collaborative culture which results in plenty of opportunities for referrals. Partners are also very well rewarded with a typical 15% commission on all work for clients whom they introduce to the firm.

* Environmental, Social and Governance

The firm has adopted a 'stretch' target of 5% of the global practice's turnover, in money and in kind (pro bono and volunteering) towards good causes. The global practice channels its fundraising activities through its charitable foundation, Spencer West Foundation, which disburses funds to organisations 'on the ground' in which our Partners are involved.



WHAT MAKES A SPENCER WEST LAWYER?

At Spencer West we look for the following key qualities from our lawyers.

★ Proven technical expertise

Many of our lawyers have previously worked at leading national and international law firms, typically with over 10 years of experience in their practice area. Our lawyers are leaders in their fields of expertise with aspirations to develop leading practices.

★ Business-person approach

You may have formed your own business, worked in-house, support owner-managed businesses or demonstrate a commercially-driven approach. Or in the private wealth sphere, you may be experienced in protecting the client's personal, family and business interests. In every practice area, we appreciate lawyers who take a business-minded approach to the practice of law.

★ Team player

Our firm is proud of having a uniquely warm, supportive culture where colleagues work together and support each other. Our lawyers benefit from developing a strong pipeline of referral opportunities, while being able to channel the right practice and sector expertise to each assignment. This makes for an enjoyable and friendly work culture.

Every one of our partners is a member of our community. We provide the space and flexibility for each of our lawyers to develop their practice as they wish. We provide every support so that our lawyers flourish.

COMPENSATION AND BENEFITS

Partners' compensation is from three sources:

1. Personal billings

Partner remuneration rates are 70% – 80% of revenues generated. If you add members to your team so that you operate as a Business Unit, your scope for building your practice is unlimited. Some of our colleagues have developed practices substantially in excess of £2m per annum.

2. Work that is referred

For referrals to other Partners, the referring Partner becomes the 'Originator' for that client and typically receives 15% commission in respect of all relevant fees for as long as that client is a client of the firm. This means that over time, Partners can derive a substantial part of their practice from introducing work to colleagues across our global practice.

3. Work that is delegated

The Partner may engage lawyers and support staff of their own, freeing up their time to focus on the highest remunerated work. The entire output is treated as a single profit centre or 'Business Unit' for the Partner, allowing them to build a team, and making their practices scalable.

You may also draw on junior legal staff in some jurisdictions to leverage cost-effective support

The Partner is able to engage lawyers and support staff for whom they take commercial responsibility, enabling the lawyer to service a much larger practice.

Some of our Partners need to practice in more than one jurisdiction. The firm will try to accommodate this wherever practicable.

COMPENSATION AND BENEFITS

Worked example:

TOTAL REVENUES	ALLOCATION	NET REVENUES
£550,000 personal revenues	70% - 80%	£400,000
£70,000 of work referred by Partners	55% - 65%	£45,500
£150,000 referred to colleagues	15%	£22,500
TOTAL PAID TO PARTNER		£468,000

Notes:

- * The 70% rate varies according to practice size.
- * Personal revenues: The firm has bands within each 12 month period which are currently 70% up to £300,000, 75% to £500,000, and 80% in excess of that amount. In the worked example, personal revenues of £550,000 equates to £300,000 at 70% (£210,000), £200,000 at 75% (£150,000) and £50,000 at 80% (£40,000), a total of £400,000. These bands remain the same across currencies.
- * Work referred: This is at the personal revenues rate (70% - 80%) less the 15% referral fees, i.e. 55% - 65%.
- * Personal revenues include any associates employed by the Partner forming a Business Unit. Revenues are based on monies received, net of sales tax. If work is referred, the referring Partner is the 'Originator' and is typically entitled to referral fees equivalent to 15% of referred revenues for all work that is carried out for that client.
- * Our intranet has a revenue dashboard for each Partner which gives real time details of the fees invoiced, paid and what is owed. Partners are paid promptly each month based on fees collected.

GROWING YOUR PRACTICE

Growing our Partners

Our Partners are already experts in their field, each typically having on average 20,000 hours of experience. The firm works alongside Partners to develop their practices.

This includes:

- * Working with our Partners to develop their individual business plans, and helping to connect our Partners with colleagues in complementary areas including in our international offices
- * The opportunity to participate with peers in monthly group meetings of services and sectors to cultivate expertise and promote your practice fostering connections and referrals between our various international offices
- * Expert guidance and administrative support for submissions to Chambers and Legal 500; and
- * Developing social media presence, to identify further each Partner as a leader in their field.

Support

Spencer West provides all the essential support you need at no additional cost such as:

- * Office space (co-working) in the firm's offices around the world (subject to availability)
- * A practice management system that enables collaboration across each office and, with client's consent, across our international offices
- * Our intranet that enables you to promote your practice and identify relevant expertise easily among colleagues
- * Accounts support, assisting Partners with generating invoices and fee collection
- * Working with the firm's expanding range of marketing materials, capability statements and legal tenders
- * Assistance from our firm's marketing team.

GROWING YOUR PRACTICE

Facilities

We typically provide the following facilities, though the exact facilities provided will vary for each jurisdiction:

This includes:

- * Actionstep legal practice management system billing platform
- * Credit control including some initial chasing of bills
- * PI insurances
- * Marketing resources
- * Legal research resources (shared with team members)
- * Telephone reception/answering service
- * Use of office facilities in each office (desk, screens, printer, photocopier etc)
- * Meeting rooms
- * Archiving

Learning

- * Legal research resources
- * Monthly risk management, best practice and compliance sessions
- * Monthly service and sector meetings for sharing knowledge



GLOBAL COMMUNITY

We are an international community of lawyers with a truly global outlook, where every colleague matters.

As Spencer West lawyers, we support each other and our respective clients. Working together, we are able to practice across jurisdictions and borders.

Our community approach helps us attract work, draws on our respective strengths and enables us to collaborate with those best placed to assist.

Connected

We make use of modern technology to remain connected. We are always finding ways of being in touch, whether through video calls, our intranet and calendar of events, in person events, introductions through our Collaboration Director or International Business Director.

We have monthly Partner meetings (held in person and online). These enable us to get together for 30 minutes and discuss the latest developments, introduce new colleagues and encourage networking and collaboration.



GLOBAL COMMUNITY

* Collaborative

The firm facilitates monthly meetings of groups for services and sectors across the whole firm. In the spirit of our community ethos, many of our lawyers act as 'animateurs', catalysts for bringing collaborative opportunities to life across jurisdictions, regions, sectors and practice areas. These meetings are a great opportunity to spread the word about the sort of work that each Partner likes doing and to find colleagues with whom to collaborate.

* Social

We also have regular social events (in person and online) which are a great chance to meet with colleagues and also catch up with clients and contacts in a relaxed environment.

* Connectivity series

We arrange a series of sector-based events across various of our offices during the year, with each office hosting a sector based panel discussion in person and online, followed by drinks and dinner for those attending in person.

* International Partners' Retreat

Each year we host an international Partners' retreat, so that we can come together as a community, sharing wisdom, insights and experiences, and making contacts and friendships.



OUR CRITERIA

We are interested to hear from any applicants who fulfil our criteria:

- ✱ **Technical expertise:** Usually with some 10 years' experience in their chosen field.
- ✱ **Advising from first-hand experience:** Business acumen, with evidence of a commercial, outcomes-focused approach.
- ✱ **Working together as part of a team:** A team player who works well with other colleagues
- ✱ **Client Centric:** You will have an established or developing client following and a commitment to building long term client relationships and growing your practice.

OUR HIRING PROCESS

We have a streamlined process for recruitment. Here are the steps:

1. The first meeting is an introductory call with a member of the talent acquisition team.
2. The second meeting is with a member of senior management team in the relevant jurisdiction.
3. The final stage is a meeting with further members of the management team or with a colleague from a relevant location or practice area.
4. References are taken. A business plan is welcome but not essential. Where the business case is not clear, we may suggest that the candidate works on a business plan in order to support the process.
5. The firm makes an offer to the successful candidate and issues a Partners' agreement for approval.

Please apply directly through our [dedicated recruitment portal here](#) and our Talent Acquisition team will be in touch.

HEAR FROM OUR COLLEAGUES



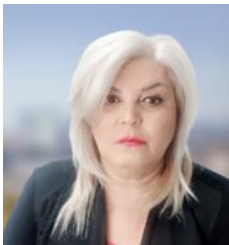
"Working for Spencer West has given me the freedom to market and develop my niche practice, knowing I have the back up of a full service team of lawyers behind me, and all the administration involved in running a legal practice taken care of."

- Hudda Morgan, Partner (Private Client)



"Spencer West is hugely supportive; assisting with introductions to the ever increasing numbers of lawyers, so there are experts in every conceivable area of law and increasingly across numerous jurisdictions."

- Edmund Probert, Partner (Technology)



"It has encouraged me to collaborate and in doing so, I have not only developed new skills, but I can offer a broader service to my clients."

- Golnar Bokaei, Partner (Real Estate & Dispute Resolution)



"The most flexible and financially rewarding way to work as a private practice solicitor available."

- James Klein, Partner (Corporate & Technology)



"It has extended my career; I had had enough of "Big Firm" politics and unrealistic demands on my time and was about to leave the profession when I met up with Spencer West."

- David Morton, Partner (Banking & Finance)

SPENCER WEST

Spencer West is a full-service international law firm with over 360 partners globally, in 25 jurisdictions. Known for its innovative, collaborative, and partner-led approach, Spencer West combines global reach with local expertise – delivering exceptional legal solutions across corporate, commercial, real estate, litigation, dispute resolution, and private client matters and supporting communities worldwide through grants from its Foundation. Founder funded and lawyer-led, Spencer West is built on trust, integrity, and a commitment to empowering lawyers to restore their positivity and enjoyment of the practice.

The purpose of this communication is to provide information as to the recruitment process for Partners at Spencer West. It has been prepared by Spencer West LLP for marketing and general information purposes, and is not intended to be regarded as legal or tax advice. It does not contain a full analysis of the law, nor does it constitute an opinion of any Spencer West LLP entity on the points of law discussed. You must take specific legal advice on any particular matter which concerns you.

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