



WE ARE GOING PLACES:  
ARE YOU?

Why work for Munro & Noble  
Solicitors and Estate Agents

**Munro & Noble is taking bold steps towards a more modern era in the legal industry with a dramatic strategic shift to a contemporary, people-focused approach.**

For us, client care is essential. To provide the very best service, we recognize that all our staff need to feel empowered and really enjoy working for the organisation. We have a fantastic, friendly team where individuality is welcomed and rewarded.

We care about our employees.



*for you - with you*

## What is so special about working for Munro & Noble?

### Great Benefits

Besides a very competitive salary, we also recognise and reward those that wish to achieve. We offer a comprehensive benefits package, including enhanced pension arrangements and 31 days holiday at commencement, (increasing with length of service). At Munro & Noble we want to support our staff; it is part of our philosophy.

### An Enjoyable Place to Work

As you walk through the door each morning, expect to be welcomed and greeted as an important member of the team. We believe every one of us has a strategic part to play in the successful operation of our business. We, along with your colleagues, will value your contribution. Many of our staff have been with us for more than 20 years. Why? Because they feel part of a family.

We believe that promoting and maintaining a healthy work-life balance is essential in motivating our staff to achieve and to encouraging them to want to stay, for the long-term. There is a real sense of camaraderie throughout the business.

We recognise that joining a new firm can be daunting for all of us. We currently have nearly 60 members within the business and you can count on each one of them helping your integration into the firm. We have a wealth of experience to impart to new employees and an extensive support network to help everyone find their feet.

### Real Growth Potential

We understand everyone has their own goals and aspirations. The firm is committed to helping each and every one of our staff to realise their potential. We view personal development as not only an opportunity for our staff member to grow, but also the firm to grow. The firm is ambitious to expand.

### Great People Make a Difference

Mary Nimmo, Partner: *"I'm absolutely committed to driving the firm forwards as a modern, client-focused business. To that end we've been targeting and recruiting some extremely impressive individuals with the right forward-thinking attitude and expertise."*

**Solicitors Kathleen Sutherland and Nicole Killman are both going places:** Both Kathleen, based in our Dingwall office and Nicole based in Inverness, came to the firm part way through their solicitor traineeships.

Kathleen began her traineeship with a Caithness firm but was keen to work closer to home. Having studied with a previous trainee of Munro & Noble, who had many positive things to say, Kathleen decided to complete her traineeship working in our Dingwall office. She qualified in November 2019. Commenting on her time at the firm, Kathleen said: *'The encouraging and*

*supportive management and relaxed atmosphere are what makes Munro & Noble a great place to work.'*

Nicole began her traineeship with an Aberdeen firm, and after relocating to Inverness, she decided to complete her traineeship with Munro & Noble, qualifying in September 2019. Nicole said: *"I chose to come to Munro and Noble as it is one of the most respected firms in the Highlands who are committed to doing the best for their clients and I knew this was something I wanted to be a part of. From day one I have felt valued and welcomed. Every member of staff has a fantastic work ethic and their doors are always open for help and advice. Working at Munro and Noble has allowed to me to focus and expand on my legal knowledge and I am learning and developing new skills every day."*

**Associate Solicitor Kay Bevans Brown joined in September 2015:** Following a career break, Kay returned to the legal profession in 2015. Kay states her reason for joining Munro & Noble over other legal firms was: *'When I entered the building for the very first time, I immediately felt at ease and comfortable with my surroundings. Having met the management team and some staff, I knew I would be valued and would enjoy working here. The final decision to join was an easy one.'*

### **A Pleasant Working Environment**

We care about our staff and if health or personal issues arise, we are empathetic and understanding. Furthermore, we always follow the strict Law Society of Scotland guidelines on the operation of a legally and ethically sound law firm, we never bend the rules.

### **Corporate Social Responsibility – We are Refreshingly Different**

Partners and staff at the firm all believe in being part of the community and making themselves more approachable and accessible is essential in the modern day. *"I think it's hugely important that we're visible within our community and further afield."* (Mary Nimmo, Partner).

We are accredited as a Living Wage employer and have signed up to support the Scottish Government's 'Scottish Business Pledge'. We are committed to providing placements and work experience for students and undergraduates, and have a flourishing traineeship programme. Many individuals from the firm play an active part in mentoring and tutoring at schools, colleges and universities throughout the north of Scotland. The firm also works closely with ARCHIE Highland, a charity helping local sick children and their families, with Mary Nimmo the local Chairperson. Team members are also encouraged to give their time to support other local initiatives such as Calman Enterprise, (part of the Calman Trust), BID Inverness, etc.

### **Key Facts about the Firm**

- ✓ Established in 1907
- ✓ Independently owned partnership
- ✓ Employing 59 people and expanding

- ✓ Financially healthy
- ✓ Steady year-on-year growth
- ✓ Main premises owned by the firm
- ✓ Operating from three locations: Inverness; Dingwall and Aviemore

**Realise your potential and apply to Munro & Noble.**