



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, death in service award 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 50 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, Staff 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."*

**Partner Peter McLuckie is going places:** Prior to joining Munro & Noble, Peter was a member of the Board for Baxters Food Group with responsibility for legal and regulatory compliance. He played a key role in supporting their growth through acquisition in the UK and Overseas. Here, Peter deals with all aspects of Corporate and Commercial work. He is an independent Legal Assessor for the UK Nursing and Midwifery Council. He has a diploma in Governance, Risk and Compliance from the International Compliance Association.

**Solicitor & Associate: Kay Bevans Brown joined in September 2015:** Following a career break, Kay returned to the legal profession last summer. 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, Staff 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 with the Shirlie Project, a supported employment agency that helps individuals with support needs gain employment.

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

- ✓ Established in 1907
- ✓ Independently owned partnership
- ✓ Employing 50 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.**