Becoming an

Independent Consultant Solicitor

Here is where your journey begins

Welcome

Welcome to our guidebook on becoming an Independent Consultant Solicitor with Gibson & Associates LLP. This resource is tailored to offer you detailed information about becoming a Consultant Solicitor and the wide array of benefits that await you. If you have further questions at the end of this guidebook or would like to explore the process of joining our Consultant Solicitor community, please don't hesitate to get in touch.

With best wishes:

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About Gibson & Associates LLP and the Independent Consultant Solicitor (ICS)

Gibson & Associates LLP is a nationwide legal practice with a proud reputation for award-winning client service and an innovative approach to problem solving. We established our model for the Independent Consultant Solicitor (ICS) in 2020 with a vision to transform the delivery of legal services in Ireland. Today, we support a diverse community of Consultant Solicitors right across the country and are proud to be transforming their professional experience and enhancing outcomes for the clients they serve.

What is an Independent Consultant Solicitor?

An Independent Consultant Solicitor (ICS), or Consultant Solicitor, is a self-employed Consultant who is contracted to Gibson & Associates LLP.

What are the benefits of becoming an Independent Consultant Solicitor?

Consultant Solicitors operate under the Gibson & Associates LLP brand and have access to all the benefits of a large law firm, such as access to in-depth legal knowledge across a range of practice areas, support for IT and case management systems, admin support (including Client Account Regulatory compliance), marketing expertise, compliance and insurance. Importantly, Consultant Solicitors enjoy flexibility, choice and a better work/life balance and are financially rewarded for their work. Such benefits transform their professional experience for the better. Let's explore these in greater detail.

Benefits of becoming an Independent Consultant Solicitor

1. Enjoy a better work/life balance

Consultant Solicitors enjoy a host of work/life benefits designed to enhance their professional and personal well-being. With the freedom to choose how they work, when and where they work, Consultant Solicitors can create a flexible schedule that suits their lifestyle. They can also choose the volume of work they undertake and the Practice areas that align with their preferences and capacity. At Gibson & Associates LLP, we value work/life balance and are passionate about supporting our Consultant Solicitors to achieve fulfilling and satisfying legal careers that work with their lifestyles.

2. Relieve your administrative burden

One of the most challenging aspects of running a legal Practice is the sheer weight of administration. From file management, financial administration and compliance to IT, marketing and correspondence, general administration is a huge burden that detracts from solicitors' core legal activities. At Gibson & Associates LLP, we relieve the consultant solicitor's administrative burden by facilitating the management of:

- data protection
- case file management
- client relations
- financial management and
- compliance requirements.

By relieving our Consultant Solicitors' administration burden, they can get on with their core legal work, get paid well for it and enjoy a flexible work/life balance.

Benefits of becoming an Independent Consultant Solicitor

4. Reduce your overheads (including your PI cover!)

With costs increasing year on year, it can be challenging to keep business overheads down. The annual process of applying for Professional Indemnity insurance can be particularly stressful for solicitors. Our Consultant Solicitors however can take advantage of our economies of scale and achieve significant cost savings that boost their bottom line. For example, Consultant Solicitors are covered by Gibson & Associates LLP Professional Indemnity insurance, relieving the burden of sourcing and applying for their own cover. Professional Indemnity insurance is included in the fee-share agreement between the firm and our Consultant Solicitors. We also provide access to our IT platforms and data management systems, eliminating the need for IT contracts, on-site servers and the increasing costs associated with file management.

5. Expert marketing at your fingertips

Marketing is an essential component of running any business, yet it can place additional pressure on solicitors who are already facing a heavy administrative burden. At Gibson & Associates LLP, our Consultant Solicitors have access to our dynamic, in-house marketing team that offers a wealth of expertise across traditional and digital marketing channels. Work with our experienced marketing professionals to help:

- build your professional brand
- engage on social media
- issue press releases and
- develop your profile online.

With the support of our dedicated marketing team, our Consultant Solicitors enjoy expert marketing support when they need.

Benefits of becoming an Independent Consultant Solicitor

6. Join a like-minded community of professionals

We are passionate about helping our clients solve their problems and making an impact on the communities we serve. To achieve this, we firmly believe in fostering a culture of collaboration and mutual support. Our Consultant Solicitors benefit from joining a community of like -minded, cooperative legal professionals that understand their motivations and support each other to achieve their ambitions. It also provides access to extensive knowledge across a wide range of practice areas, deepening our Consultant Solicitors' ability to deliver innovative solutions for their clients.

What support is available for prospective Consultant Solicitors?

Gibson & Associates LLP has developed a fully compliant, end-to-end solution for legal professionals interested in becoming a Consultant Solicitor. To assist you through the transition process, we provide support for:

- Tax advice and planning
- Compliance requirements
- IT and systems set-up
- Client/file and data transfers
- Marketing support
- Secretarial support
- Where required, guidance in closing your existing firm in a way that seeks to protect your reputation and client base
- Help to set up new digital financial management tools for your new consultancy business and
- Comprehensive training in the software and tools we use.

When you join our community, you never walk alone. We are by your side 100% of the way and will ensure you are supported through each step of the transition without any interruption to your normal course of business.

FAQs

1. How is the fee structure for consultant solicitors determined?

Consultant solicitors establish a fee sharing arrangement with Gibson & Associates that determines how they will be paid. It is based on a detailed formula provided as part of the Consultant Agreement, signed at the outset. Fees are reconciled on a monthly basis into the Consultant Solicitor's own operational account.

2. How is compliance handled during the transition to becoming a consultant solicitor?

Gibson & Associates LLP has a step-by-step system for meeting Law Society compliance requirements throughout the transition to becoming a Consultant Solicitor and provides comprehensive guidance to ensure the requirements are met.

3. What about CPD?

It is every Solicitor's own obligation to adhere to the CPD requirements. Gibson & Associates LLP offers an internal continuing professional development program that is available to Consultant Solicitors. Consultant Solicitors can also undertake external CPD as required or as they deem appropriate

4. Am I given financial targets to hit every month?

No, we do not impose financial targets on an ICS. You must assess what targets you need to hit to earn a just reward for your effort and needs.

5. How long does the formal ICS contract last?

It is a rolling one-year contract. Either party may choose to close the contract on an agreed notice period.

6. Does the firm supply work to an ICS too?

We can supply work to Consultant Solicitors. We continuously market the firm and can assure an ICS of a steady supply of referred work if required. The fee-share on these files differs from the standard fee which applies to work originating from your own clients. We are happy to discuss this further to create an arrangement that suits your needs.

7. How long does it take to close a Practice and join the ICS programme?

Generally, we advise allowing up to six months for the transition. Much of that time involves managing the closure of existing files, recovery of fees due and communicating with existing clients. It also involves identifying what data needs to transfer and what needs to be protected in an archive going forward. We have a range of resources including template letters and press releases that support communication during the transition process.

Thank You

How to become an Independent Consultant Solicitor.
Gibson & Associates LLP offers freedom, financial rewards and a fulfilling professional experience for senior solicitors with ambition, commitment and entrepreneurial spirit. If you have 10 years' post-qualification experience or more, are open-minded, self-motivated and are ready for an exciting new challenge, we would love to hear from you.

To arrange a confidential discussion, please email Neil at **neil.butler@gibsonandassociates.ie** Or Call Neil directly on **01-2640626**.