



Join us and be Cognitive

As a client centric law firm, outstanding levels of service are at the core of our business. We operate a fee-sharing model which is industry leading and designed to reward you incrementally on how much legal work you choose to undertake.

We're looking for entrepreneurial lawyers to join our professional network. We want to engage with individuals who share our vision to work in a new way in delivering the very best in legal services to their clients.

How does Cognitive work?

It's not always a question of work/life balance, but of work/life management. There are times when you want or need to spend more time on a particular part of your life, and Cognitive can help you tip the scales in that favour.

As a Cognitive consultant solicitor you have the flexibility to plan when, where, and how you work at any given time. Our consultancy allows you to ditch the commute, bin the suit, and choose the clients you work for.

It might mean stepping out of your comfort zone, but it doesn't mean going it alone. Cognitive's mission is to facilitate working within a new, self-employed framework, without compromise.

Cognitive works as a consultancy and enables you to work freely as a self-employed consultant by providing you with full support and compliance, to make fee earning as easy as possible. There are no office hours, no fee earning targets, and no set chargeable hours. You simply do the legal work, and leave the rest to us.

We will support you every step of the way. Have a read of our downloadable 4 step guide to becoming a Cognitive consultant solicitor, from the first call to the first client.

Are you Cognitive?

Our consultant solicitors are aspirational, passionate about their clients, and totally in control of their personal career development. Using their business acumen and professional expertise, they deliver what they promise, every time.

Cognitive consultant solicitors are leaders in their legal field who have the ability and drive to build their practices.

A Cognitive consultant solicitor knows that hard work is an ethic and a value; and that time put in is directly reflected by quality client relationships, not just hours on a timesheet.

Our consultant solicitors are not afraid to ask questions of themselves or others, and actively think outside of traditional structures. This applies to both clients' needs, and their own careers.

Cognitive consultant solicitors have extensive experience (on average at least 10 years PQE) that gives them a solid professional grounding, and now want to be part of something new.

Our consultancy is growing organically, and welcomes solicitors looking to take back control of their career, enjoy practising law, and grow personally as well as professionally.

The Financial Bit

Cognitive consultant solicitors earn 70% of all paid fees from the very start. Right from the beginning, we recognise your talent and reward you accordingly. And you can say goodbye to billing targets and fixed hourly rates. Cognitive consultant solicitors set their own charging structures appropriate to their clients.

With an increasing amount of work being completed to a fixed fee we can offer pricing strategy advice, giving you the autonomy to determine the appropriate pricing of your work.

We reduce the risk of practising law independently by removing onerous overheads and putting in place financial controls and systems, such as self-billing, invoicing and credit control. No more financial reporting or fee forecasting except for yourself. You can be confident that the time you spend working is productively spent on practising the law and servicing your clients.

Here’s an example of what you could earn at Cognitive Law.

Billing amount:	You take home:
£120K	£84K
£240K	£168K
£360K	£252K

Cognitive Conversion Course

To support solicitors in making the move from employed solicitor to self employed consultant solicitor we offer an in-depth conversion course.

The steps involved in transitioning from employment or partnership to self-employment are not to be underestimated.

Cognitive Law provides a two-part practice transition course that guides and supports solicitors throughout the process. The first part of our course is preparatory, undertaken pre-consultancy to pave a smooth path forward. The second part, which provides personal and practical support during your consultancy, is undertaken when you join Cognitive Law.

Part 1	Part 2
<ul style="list-style-type: none">• Creating a Business Plan• Restrictive covenants• Negotiated exit• Setting up a limited company• Accounting• Personal Finance• Insurance• Home office• Client communication• Mentoring	<ul style="list-style-type: none">• Marketing Plan• Fee structures• Business Development• Case Management System• Procedures• Policies• Compliance• Team Integration• Mentoring

A bit about us

Cognitive Law is a contemporary consultancy law firm built on foundations that empower our team to think client first, every time. Our collective mission is to provide our clients with the highest quality service at a reasonable and transparent cost.

Through our nationwide consultancy network we provide commercial legal services to a wide range of industry sectors, as well as specialist legal advice to individuals on a range of private client and family matters.

At the heart of Cognitive Law are the relationships that foster outstanding levels of service. When engaging a Cognitive solicitor, our clients choose to work with an individual not a corporate entity. All of our solicitors offer a bespoke 1:1 service to their clients in a way and a time that suits them best.

Cognitive Community

The Cognitive community is made up of individuals who share a vision of working in a new way, whilst delivering the very best in legal services to their clients. And our managing director, Lucy Tarrant, is as passionate about the well-being of the firm's consultants as she is about providing an incredible legal service.

Lucy recognises that although you want to work flexibly and remotely, as like-minded individuals we all thrive from being part of a community. We may not all sit in the same office but we are all part of the Cognitive community - online, virtually, over the phone (and yes, sometimes still in person!), as we share, develop and grow professionally together. By collaborating to share resources, knowledge and referrals, our legal community grows in strength.

It doesn't even matter where you are based. We started in Brighton and then replicated our consultant solicitor hub in Liverpool. Working together, we can do that with you, wherever you wish in England or Wales.

Just as we believe that every member of our Cognitive community should be afforded the tools to manage their work/life commitments, we also enable everyone to give back to the wider communities to which we all belong.

We are all part of a number of different communities – the law, our families, schools, gyms, and churches etc., all of which only thrive when we as members actively contribute to their success. Cognitive encourages its community to give something back whenever possible. We believe we are all part of one wider community and so enable our consultants to get involved and make a difference. Whether you want to apply a discounted rate to a charity client, or abseil off the nearest rock face, Cognitive will actively encourage you to do your bit.

We've got your back

Once you're up and running, we don't just leave you to it. We all need a little help every now and then, and we have the team and systems in place to give you support whenever you need it. Whether it's IT, admin, or paralegal assistant that's required, we'll be right behind you.

We make sure that the essential back office processes and procedures are taken care of. Cognitive arranges professional indemnity insurance, handles compliance management, and ensures the smooth running of your practice. You really can have the best of both worlds – the benefit of knowing that the details are being looked after, whilst retaining control of your working life.

We know where to go if you need a paralegal who meets the Cognitive quality standard of service and where to access secretarial support. We will help you fulfil your business plan, and work with you to support your marketing plan. We provide templates of those plans for you, and can use these plans to support you every step of the way throughout your consultancy.

Diversity and Inclusivity

Our mission is to provide high quality, personalised legal services, and exemplary client care across a range of legal sectors. To succeed in this mission we are committed to building a team that represents the widest variety of backgrounds, perspectives, and skills possible. No member of our team is the same as another and that's our greatest strength. Collectively we can empower everyone to achieve their greatest individual potential.

In short, we want you for who you are, and the skills and experience you bring. We don't care where you're from, what you look like or what your home set up is. We want you. Full stop. All you have to be is brilliant and we'll do the rest.



Cognitive Culture - Choice

We know it’s cheesy, but this firm has values.

And with values come behaviours that we endorse, and those that we don’t.

This is our CHOICE

Our values	Dos	Don’ts
Collaboration	Work with others – clients, colleagues, opponents, regulators – everyone. Ask yourself if you’re the right person.	Be rigid or too challenging. Assume you have all the answers. Be selfish.
Humility	Trust everyone as an equal. Leave your ego behind.	Think you’re superior. Be afraid to show it.
Ownership	Accept responsibility for what you do. Hold yourself accountable.	Attribute blame. Pass the buck.
Initiative	Go the extra mile. Think outside the box.	Give up. Say it can’t be done.
Clarity	Make everything simple. Be transparent.	Confuse or fail to explain. Hide anything.
Easier lives	For everyone including yourself. Ask if it makes life easier.	Make life harder. Look at the negatives.



Let's talk about how we could make your life easier

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