

## Job Opportunity

Title: Research Analyst

Department: Knowledge

Reporting to: Knowledge Solutions Manager

fladgate




Listed in The Times 'Best Law Firms', Fladgate is a leading UK-based law firm focused across the Corporate, Private Wealth, Dispute Resolution, Real Estate and Funds, Finance and Regulation practices. The firm has a turnover of approximately £100m with over 400 people, all operating from a single office based in Covent Garden, London.

## Role Specification

This is a fantastic opportunity for a Research Analyst from a professional services background to join the newly formed Knowledge department of Fladgate during a period of growth. The Knowledge department is focused on developing, managing and disseminating knowledge, research and expertise to support our people in delivering best-in-class advice and enhancing client service. Joining at a time of transformation, the successful candidate will play a key role in developing the firm's capabilities in knowledge and research.

As a Research Analyst, you will work with the Knowledge team, BD and Marketing team, and our fee-earners and provide strategic research and insights on our clients, sectors, prospects, markets, and competitors, enabling the firm to win more work, deepen client relationships, and enhance its reputation. This is a newly created role, so there is genuine scope to shape it from the ground up and develop a new research offering.



Our people are at the heart of everything we do. The talent, dedication and passion of Fladgate employees is what drives us to achieve excellence.

Nicola Thomas, Head of Talent Acquisition

## Key responsibilities:

- Conduct research to identify emerging trends, technologies, and opportunities in key sectors and markets, and translate findings into outputs that inform strategy and support internal use and external thought leadership.
- Support pitches, client meetings, and strategic planning with tailored, actionable insights and briefing materials.
- Develop and manage a new current awareness service, delivering curated and tailored news and regulatory updates, and continuously refine coverage based on user feedback and priorities.
- Translate market and client insights into recommended themes and agendas for technical client events, ensuring relevance to priority sectors and accounts.
- Analyse client data to generate insights on segments and growth opportunities, and contribute to the design and build of self-serve client insight dashboards.
- Conduct competitor and peer benchmarking to inform strategic positioning and differentiation.
- Leverage AI-assisted research platforms and other AI tools to enhance the efficiency and quality of research outputs.
- Collaborate with Knowledge, BD, and fee-earners to design and pilot scalable knowledge products and client-facing insight solutions aligned to strategic priorities.

This list of duties and responsibilities is not exhaustive. As with any position and particularly in the context of this newly created role, we anticipate the duties and responsibilities will evolve over time and additional responsibilities may be included as required.

## Person Specification

### The ideal candidate will have:

- Demonstrable experience in business research, ideally within legal or professional services.
- Proficient in using databases such as CapitalIQ, Pitchbook, GlobalData and Nexis.
- Demonstrated ability to synthesise large volumes of information, identify trends, and produce concise, insight-led outputs tailored to the audience and use case.
- Highly developed communication, relationship building and interpersonal skills.
- Ability to multi-task and prioritise to meet deadlines as and when required.
- Pro-active, solutions-oriented approach and ability to use initiative intelligently, including knowing when to seek advice.
- High standards of accuracy, source validation, and data hygiene.
- Good working knowledge of Microsoft Office Suite (Word, PowerPoint, Excel, and Outlook).
- Familiarity with, or a genuine willingness to engage with, AI tools and emerging technology, with an enthusiasm for exploring how these tools can add value to research workflows.
- Working knowledge of data visualisation or dashboarding tools is preferred.
- A related degree or post graduate level education such as Library Science, Information Science or Law is desirable.



## Benefits



## Benefits

We reward our staff for their continued commitment to the success of this Firm with a comprehensive range of benefits. Fladgate have also adopted a hybrid model of both office- based and home working which is a discretionary benefit depending on the role and responsibilities.

On joining	<ul style="list-style-type: none"> <li>• Life assurance scheme – 5x annual salary (non-contributory)</li> <li>• Annual holiday entitlement – 26 days per calendar year (full time)</li> <li>• Flexible holiday scheme – buy up to five days extra holiday per annum (pro rata for part time employees)</li> <li>• Recruitment (staff introduction) bonus – £1,000 - 5,000</li> <li>• Personal training/yoga – free weekly sessions</li> <li>• Free online GP service – 24/7 video GP consultations</li> <li>• Yoga and physical training sessions</li> <li>• Hybrid working allowance</li> <li>• Everyday lifestyle savings via Vivup</li> <li>• IHG hotels discounts</li> </ul>
After 2 months	<ul style="list-style-type: none"> <li>• Group personal pension plan matching employee contributions of 4% - 5% (automatically enrolled)</li> <li>• Processed via salary sacrifice 50% of employer NI savings added to contribution</li> </ul>
After 3 months	<ul style="list-style-type: none"> <li>• Group income protection</li> <li>• Season ticket interest free loan</li> <li>• Private Dental Plan – payable through monthly payroll</li> <li>• Gymflex scheme</li> <li>• Eye test vouchers – every two years</li> <li>• Cycle to Work scheme</li> </ul>
After 6 months	<ul style="list-style-type: none"> <li>• Private medical insurance (PMI) for employee cover is employer-paid, however additional family cover is employee-paid</li> <li>• Marriage/Civil Partnership gift</li> <li>• Private Medical Insurance Scheme</li> </ul>

At Fladgate, we recognise the importance of an agile approach, not only in the way we work with our clients, but our employees also. Hybrid working at Fladgate varies depending on your role and responsibilities. As a general rule, for those who can work from home and have roles compatible with home working, we operate a hybrid pattern of two days remote working and three days office based.

## Family Friendly Policies

### Our aim

To create a culture where our people can thrive and feel supported at work. As such, the Firm's approach to parental leave is designed to ensure that anyone who is a parent or is expecting to be a parent has a positive experience prior to parental leave, during their parental leave and upon their return to work whichever type of leave they decide to take.

### Our parental leave policies cover:



#### Maternity

We offer both statutory maternity pay (SMP) and enhanced maternity pay (EMP), subject to eligibility. If eligible, EMP provides 100% of your salary in weeks 1-20 and 50% of your salary in weeks 21-32. Weeks 33-39 are at the government set rate (or 90% of salary, whichever is lower).

**Paternity** – The firm offer an Enhanced Paternity Pay (EPP) scheme. We offer up to 6 weeks paid paternity leave. This includes 2 weeks Ordinary Paternity Leave (OPL) and, subject to one year's continuous service, a further 4 weeks EPP - all paid at full basic salary.



#### Shared Parental Leave (SPL) – SPL

allows parents to take up to 50 weeks' shared leave in total, following the birth or adoption of a child.



#### Adoption and Surrogacy

Full details can be found in our staff handbook, which will be provided upon offer of employment.



**Ordinary Parental Leave** – Allowing up to 26 weeks unpaid leave for employees who have parental responsibility for a child / children.

\*further details of our family friendly policies can be found in the Staff Handbook

## Inclusion & Diversity

### Our focus

We know that to achieve our inclusion and diversity objectives we need to focus on a number of areas:

**Developing a diverse leadership** – We have a mix of different ethnicity and genders on our leadership groups. We are working hard to improve the gender balance of our partner team and we are striving for 30% female representation by 2025.

**Attracting a diverse workforce** – This means adopting a properly personal approach when connecting with those interested in joining our team including: ensuring fairness in our processes; working with those, like recruiters, who help us in this; a commitment that you will always meet male and female talent in our recruitment interviews.

**Engaging with everyone** in our team to ensure they are heard, supported and understood. Encourage everyone to develop their own voice in shaping our culture, their future and our service to clients. That might be working flexibly or that might be a specific career programme - everyone needs different things at different times.

[I&D at Fladgate](#) →

As the I&D Partner Lead of the Firm, I am acutely aware that our vision and values are built around the word 'personal'. We are a people business dependent on brilliant client relationships. Inclusion and diversity objectives are therefore not 'soft' business aspirations, they are fundamental to our success.

Helen Curtis-Goulding  
I&D Partner Lead



## Wellbeing

The Firm recognises the importance of the health and wellbeing of all our people and that it can play a part in promoting an environment which allows everyone to flourish and reach their full potential.



### Physical Health

- Optional dental insurance
- Eye care vouchers
- Flu jab vouchers
- Weekly personal (group) training or yoga sessions
- Gym membership and fitness activity discounts
- Cycle to work scheme
- Menopause care via Stella app
- Bupa private medical insurance (optional benefit to join after six months' service)



### Financial Health

- Group personal pension and group income protection scheme
- Life assurance (5x annual salary) scheme
- Season ticket loans
- Fee-earner bonus scheme
- Client introduction bonus scheme
- Recruitment bonus
- Access to everyday lifestyle discounts, via the Vivup app
- Financial management workshops inc. mortgage and pension management



### Mental Health

- Employee Assistance Programme (EAP), available 24/7 and 365 days a year
- Counselling and CBT sessions available via the EAP
- Annual holiday entitlement and flexible holiday scheme, with the opportunity to buy up to an additional weeks' holiday
- Resilience and stress management training
- Mental health awareness talks and training sessions
- The option to mix office-based and home working as a regular pattern of your working week



### Social & CSR

- Sports and social events, organised by our Sports & Social Committee throughout the year inc. summer and winter parties, bowling nights and quizzes
- CSR committee and fundraising activities
- Flexible working policy
- Loyalty holiday bonus, rewarding long service
- PRIME work experience opportunities
- Student mentoring for LPC and GDL students at the University of Law

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