

# LSN Research into Top 100 UK Law Firm Directors



Finance Directors

HR Directors

IT Directors

## Finance Directors

The following research into Top 100 UK Law firm Finance Directors has been conducted to support a number of editorial and statistical pieces which have been written for [legalsupportnetwork.co.uk](http://legalsupportnetwork.co.uk).

This research also includes both law firm IT Directors and law firm HR Directors, the results of which are available as separate downloads at [legalsupportnetwork.co.uk/top100](http://legalsupportnetwork.co.uk/top100)

### Why do this research now?

There has been increased interest surrounding the role of directors in the operational/management side of law firms recently, mainly because of the introduction of changes to the legal sector made by the Legal Services Act.

The role of the law firm director is especially under the spotlight against the background of the introduction of Alternative Business Structures (ABSs) in 2011, which will enable law firms to explore new ways of organising their businesses to be more cost-effective and permit different kinds of lawyers and non-lawyers to work together, as well as allowing for external investment.

### The Results

The results have enabled us to look at three core areas, Mobility, Gender and Job Titles.

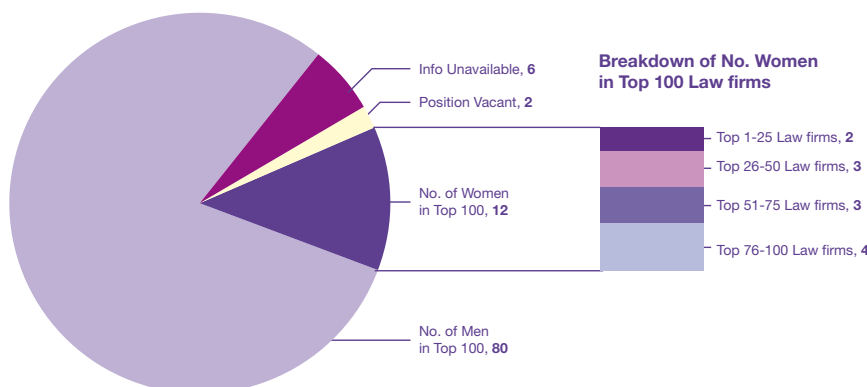
Any charts provided will illustrate the overall picture as well as a breakdown of the Top 100 law firms i.e. Top 1 – 25 law firms, Top 26 – 50 law firms, Top 51 – 75 law firms & Top 76 – 100 law firms.

- 1) Mobility** – Looks into the mobility of Finance Directors and the background/type of firm of individuals prior to joining their current employer. i.e. have they arrived from another law firm, other professional services firm or non-law firm.
- 2) Gender** - Looks at the gender ratio of male and female Finance Directors
- 3) Job Titles** – Looks at the variations in Job Titles used.

A detailed methodology on how the research was conducted is available online at [legalsupportnetwork.co.uk/top100](http://legalsupportnetwork.co.uk/top100)

### Chart Illustrates Top 100 Law Firm Finance Directors Research

(Participation and gender split)



“I don’t think we can get away from the fact that the finance role is still (unfairly) a male domain. Whatever the reasons (glass ceilings, maternity, old boys network, perception), women still do not get a fair crack of the whip.”

Richard Williams, Finance Director - LG

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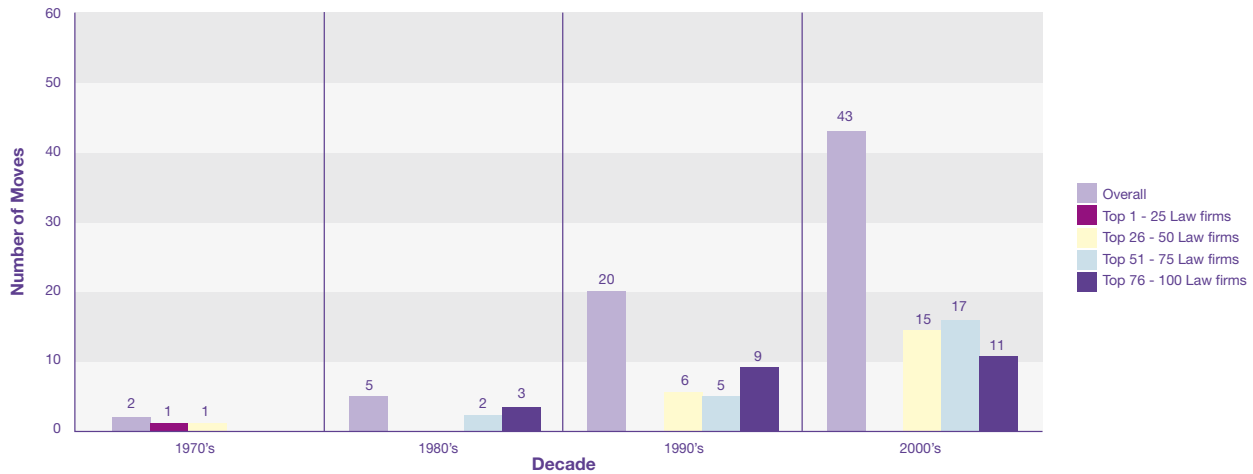


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- Finance Directors
- HR Directors
- IT Directors

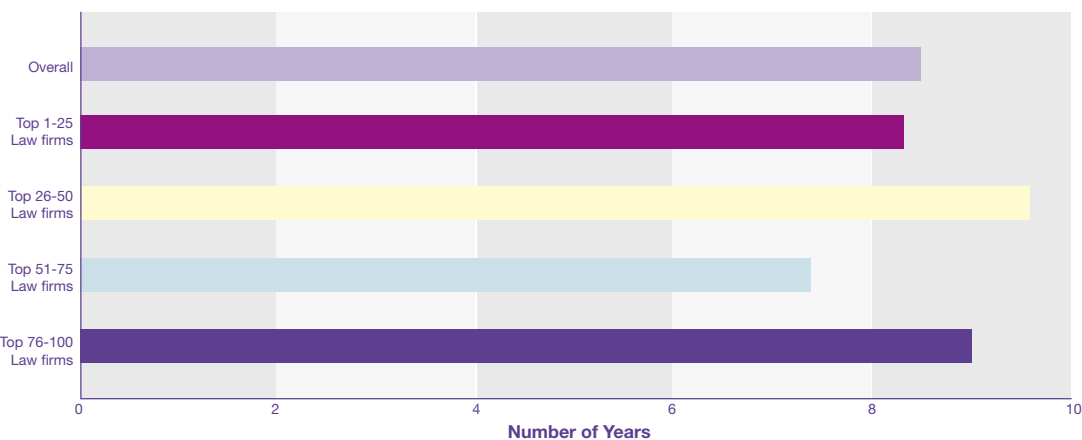
Chart Illustrates Mobility of Finance Directors in Top 100 Law Firms across the decades



“It is difficult to tell whether there really is a ‘trend’ but there has certainly been more new blood into the financial leadership of the legal profession over the last few years. But much of that is now ‘cycling’ around law firms and may give rise to a distorted view. While there are one or two celebrated successes there have apparently been some major failures too.”

Tim Salmon, Chief Operating Officer - McGrigors

Chart Illustrates Average Length of Service for Finance Directors in Top 100 Law Firms



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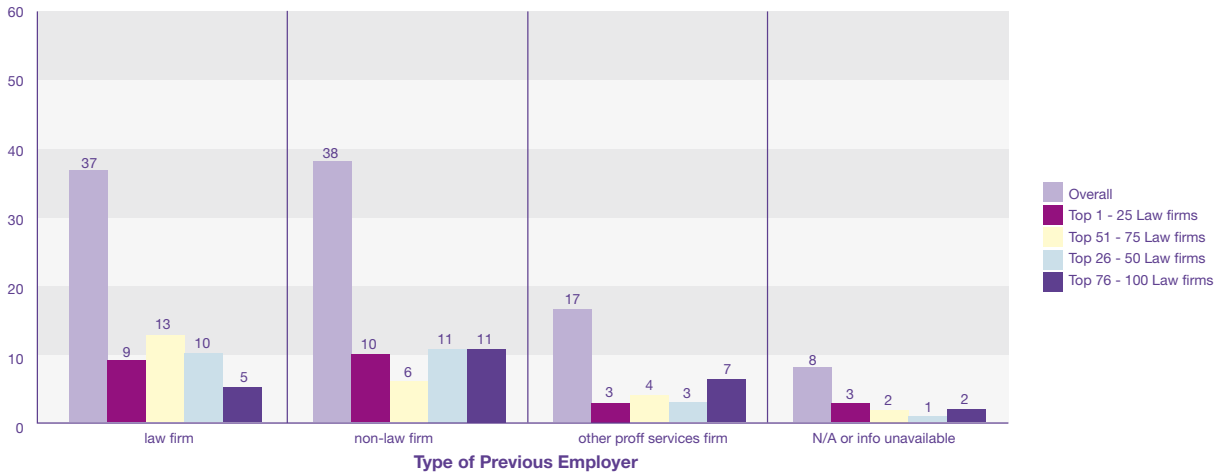


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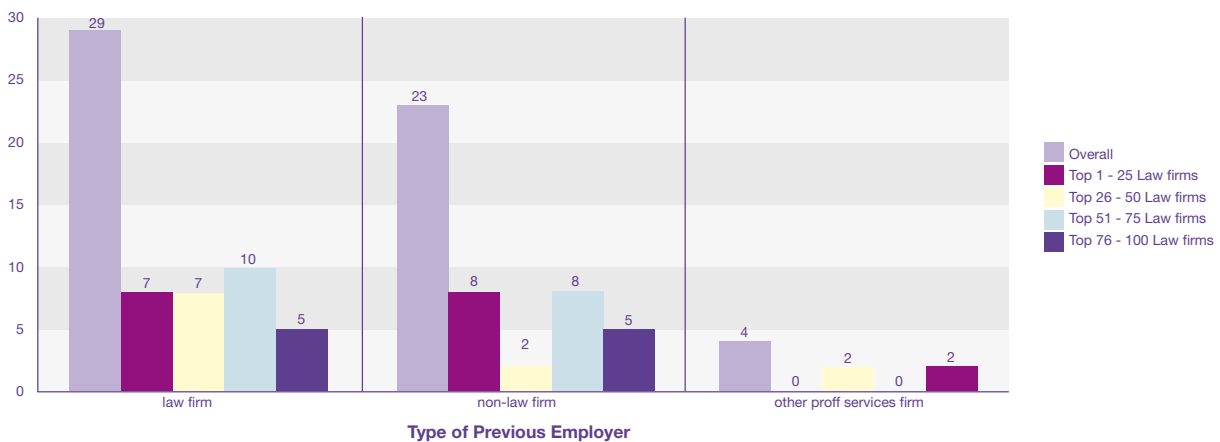
Chart Illustrates Type of Previous Employer of Finance Directors in Top 100 Law Firms



“I think the ‘non-law firm’ FD moves have been a long time coming and they are most definitely here to stay – the legal sector is behind the curve but they’re catching up.”

Richard Williams, Finance Director - LG

Chart Illustrates Types of Previous Employer of Finance Directors in Top 100 Law Firms (Represent moves during the period 2000 - Present)



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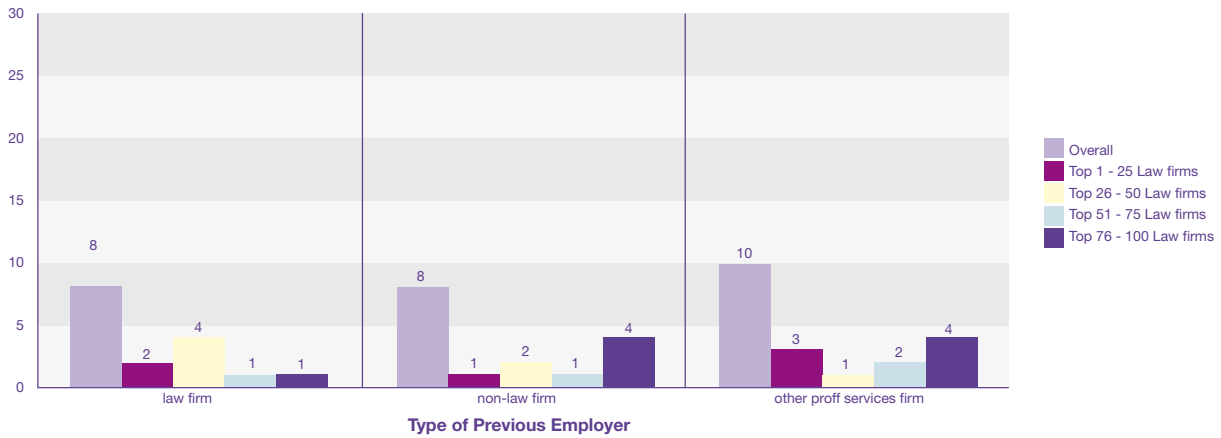


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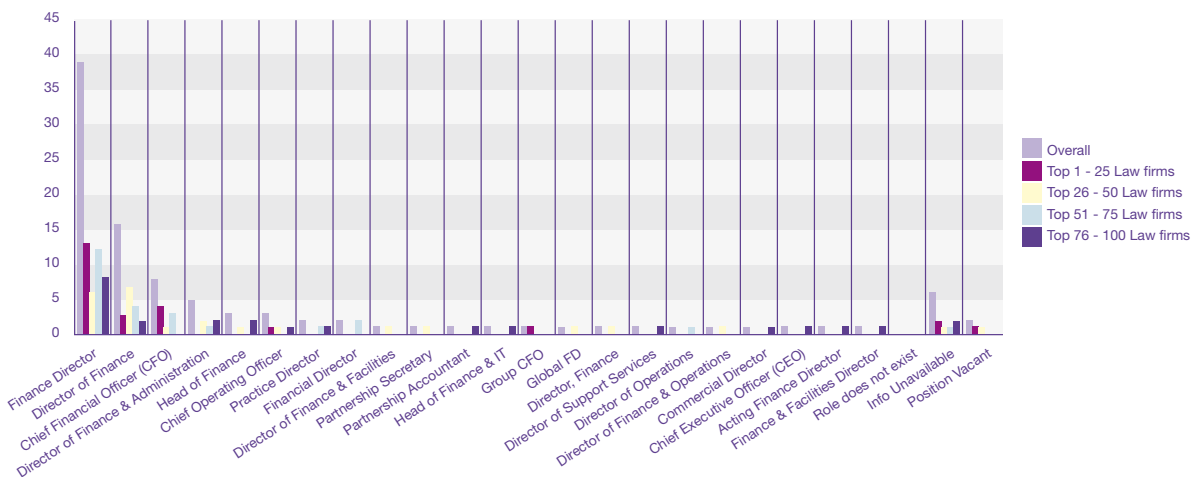
Chart Illustrates Types of Previous Employer of Finance Directors in Top 100 Law Firms (Represent moves during the period 1990 - 1999)



“I believe firms still see the FD as the ‘super’ support role, and very often the ‘narrow’ title fails to reflect the fact that the FD has many wider responsibilities - facilities, IT, HR, training and others.”

Tim Salmon, Chief Operating Officer - McGrigors

Chart Illustrates Breakdown of Job Titles for Top 100 Law Firm Finance Directors/Heads



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# LSN Research into Top 100 UK Law Firm Directors

top  
**100**  
law firm  
directors

Finance Directors

HR Directors

IT Directors

Rank	Firm	Turnover £m (2008)*	Name	Gender	Title	Since	Previous Employer
1	Clifford Chance	1329.0	Stephen Purse	M	Finance Director	2005	Management Consulting Group
2	Linklaters	1293.0	Peter Hickman	M	Chief Financial Officer	2009	HBOS
3	Freshfields Bruckhaus Deringer	1178.0	Laurence Milsted	M	Finance Director	1993	Deloitte & Touche
4	Allen & Overy	1016.0	Ian Dinwiddie	M	Finance Director	1991	Guinness Mahon Holdings
5	Slaughter & May	479.6	Info Unavailable				
6	Lovells	479.0	Chris Rees	M	Finance Director	2000	Great Nordic Group
7	DLA Piper		Paul Edwards	M	Chief Financial Officer	2004	Simmons & Simmons
8	Herbert Smith	421.8	John Mullins	M	Group Chief Finance Officer	1978	L Messel & Co
9	Eversheds	390.0	Kathryn Fleming	F	Finance Director	2006	BT
10	Ashurst	323.0	Nigel Morland	M	Finance Director	1997	Wilde Sapte
11	Norton Rose	297.0	Kevin Mortell	M	Chief Operating Officer	2000	Denton Hall
12	Simmons & Simmons	289.2	David McLaughlin	M	Finance Director	2005	Linklaters
13	CMS Cameron McKenna	235.5	Krishna Vishrubholta	M	Finance Director	2007	Pinsent Masons
14	SJ Berwin	215.0	Mike Giles	M	Finance Director	1999	CB Richard Ellis
15	Pinsent Masons	213.0	Steve Hancock	M	Director of Finance	1997	PwC
16	Addleshaw Goddard	195.4	Martin Gaskin	M	Chief Financial Officer	2002	HBOS
17	Berwin Leighton Paisner	186.0	Charlotte Balfry	F	Finance Director	2004	Colt Telecommunications
18	Taylor Wessing	185.3	Position Vacant				
19	Denton Wilde Sapte	164.4	Stephen Watson	M	Director of Finance	2004	Richards Butler
20	Clyde & Co	157.0	Ian McAndrew	M	Finance Director	2001	Lawrence Graham (now LG)
21	Irwin Mitchell	145.0	Mark Dakin	M	Director - Finance	1995	Lloyds bank
22	Bird & Bird	143.7	Paul Golvin	M	CFO	2001	Eversheds
23	Salans	143.0	David Whitmore	M	Director of Finance	2008	Higham Dunnett Shaw
24	Nabarro	142.4	Andrew Scholefield	M	Finance Director	1997	Watson Farley & Williams
25	Hammonds	132.0	Chris West	M	Finance Director	2009	Otto Group
26	Wragge & Co	125.6	Paul Phayer	M	Director of Finance	2000	KPMG
27	Beachcroft	114.0	Chris Charles	M	Director of Finance & Operations	1987	Hammer Trust
28	Macfarlanes	110.0	Rob Gibbons	M	Head of Finance	2004	Richemont
29	Shoosmiths	103.4	Chris Stanton	M	Finance Director	2006	Cluttons
30	Osborne Clarke	95.3	Info Unavailable				
31	Oiswang	92.9	Frans Post	M	CFO	2009	Clifford Chance
32	Withers	88.8	Mike Timms	M	Global Finance Director	2001	Renaissance Worldwide
33	Field Fisher Waterhouse	88.0	Sarah Wilkinson	F	Finance Director	2004	Clifford Chance
34	Halliwells	87.0	Iain Cadman	M	Finance Director	2009	DWF
35	Stephenson Harwood	85.3	Danny Cohen	M	Director of Finance & Administration	1999	Manches
36	Barlow Lyde & Gilbert	81.7	Angela Kelly-Burns	F	Finance Director	1990	CityGrove
37	Travers Smith	81.0	David Thomas	M	Partnership Secretary	1976	Eland Hole & Patersons
38	Holman Fenwick Willan	77.6	Nick Handley-Jones	M	Director of Finance & Administration	1997	Frere Cholmeley Bischoff
39	Trowers & Hamlins	77.6	David Dixon	M	Director of Finance	1998	PwC
40	Dundas & Wilson	74.8	Joy Middleton	F	Director of Finance & Facilities	1997	Andersen
41	Hill Dickinson	73.1	Colin Wardale	M	Director of Finance	2002	Addleshaws
42	Charles Russell	70.7	Andrew Staite	M	Director of Finance	1998	Crawford-THG
43	Burges Salmon	68.2	Simon Russell	M	Director, Finance	2003	CMS Cameron McKenna
44	LG	67.5	Richard Williams	M	Finance Director	2008	Lane Clarke & Peacock
45	McGrigors	64.5	Tim Salmon	M	Chief Operating Officer	2008	Barlow Lyde & Gilbert
46	Ince & Co	64.3	David Pollard	M	Director of Finance	2004	CMS Cameron McKenna
47	Mills & Reeve	62.5	Mark Finch	M	Director of Finance	1989	Peat Marwick McLintock
48	Macley Murray & Spens	61.1	Position Vacant				
49	Dickinson Dees	60.0	John Campbell	M	Director of Finance	1998	Norton Rose
50	Cobbetts	59.4	James Boyd	M	Finance Director	2000	Ricksons
51	Watson Farley & Williams	59.0	Dave Greening	M	Director of Operations	1995	Allied Domecq
52	Reynolds Porter Chamberlain	57.9	Helen Cumming	F	Finance Director	1986	Wigram & Co
53	DWF	55.2	Arthur Ferry	M	CFO	2009	Baker & McKenzie
54	Clarke Willmott	53.2	Neil Munn	M	Director of Finance	2003	Momentum Financial Services
55	Berrymans Lace Mawer	51.9	Frank Lewitt	M	Finance Director	2000	Allott and Lomax
56	Kennedys	51.5	Andrew Webb	M	Director of Finance	2006	LeBoeuf Lamb Greene & McCrae
57	Pannone	50.8	Jon Miller	M	Finance Director	2002	Addleshaws
58	Blake Lapthorn	50.7	Peter Youngs	M	Finance Director	2009	Financial Objects
59	Wightmans	49.8	Tony Cannon	M	Finance Director	2007	Cadwalader Wickersham & Taft
60	Bond Pearce	48.0	Chris Schulten	M	Finance Director	2006	White & Case
61	Walker Morris	48.0	David Auty	M	Finance Director	1992	Deloitte Touche
62	Speechly Bircham	47.2	Paul Johnson	M	Director of Finance & Administration	2007	Denton Wilde Sapte
63	Mishcon de Reya	47.1	Tony Bash	M	Director of Finance	2009	Weil Gotshal & Manges
64	HBJ Gateley Wareing	45.2	Martyr Finigan	M	Finance Director	1989	Price Waterhouse
65	Howard Kennedy	44.0	Sean Higgins	M	Finance Director	1997	Baker Tilly
66	Shepherd & Wedderburn	42.6	Keith Wilson	M	Financial Director	2006	Aegon
67	Bevan Brittan	41.7	David Pike	M	Finance Director	2008	Sheridan Management
68	TLT Solicitors	41.0	Steve Wilson	M	Practice Director	2000	Lloyds TSB
69	Davies Arnold Cooper	37.3	Simon Howell	M	Chief Financial Officer	2005	Freelance
70	Farrer & Co	37.1	Sue Shale	F	Chief Financial Officer	1999	Frere Cholmeley Bischoff
71	Brodies	37.0	David Edwards	M	Finance Director	2008	RBS
72	Hugh James	37.0	Yvonne Thomas	F	Finance Director	1999	Leekes
73	Thomas Eggar	35.6	Stephen Murgford	M	Finance Director	2001	Osborne Clark
74	Bircham Dyson Bell	35.5	Rod Meade	M	Director of Finance	2006	Allen & Overy
75	Dickson Minto	35.0	Info Unavailable				
76	Browne Jacobson	34.8	Paul Harrison	M	Director of Finance	1996	Paramount Clubs
77	Manches	34.4	Spencer Dennis	M	Finance Director	1997	Moore Stephens
78	Freeth Cartwright	33.5	Info Unavailable				
79	Russell Jones & Walker	33.0	Geoff Drake	M	Chief Operating Officer	2006	SJ Berwin
80	Morgan Cole	32.1	Catharine Bray	F	Finance Director	1998	Price Waterhouse
81	Brabners Chaffe Street	31.0	Janet Pickavance	F	CEO	1988	Info not available
82	Lewis Silkin	29.4	Edward Gordon-Hall	M	Director of Finance & Administration	2005	Pritchard Englefield
83	Panningtons Solicitors	28.4	Tim Wright	M	Finance Director	1987	Spicer & Pegler
84	Ward Hadaway	28.4	Keith Milton	M	Commercial Director	2008	Pride Valley Foods
85	Fladgate	27.1	John Goreing	M	Director of Finance	1989	Grant Thornton
86	Ashfords	24.8	Sandra Vine	F	Finance Director	1998	Kangaroo Poo Limited
87	Geldards	24.5	Jonathan Dancey	M	Finance Director	2007	PricewaterhouseCoopers
88	DMH Stallard Solicitors	24.0	Robert Mojab	M	Finance Director	1996	Grand Transport Systems
89	Russell-Cooke	23.8	David Owen	M	Head of Finance	2005	Freshfields Bruckhaus Deringer
90	Forsters	23.6	Douglas van Zijl	M	Head of Finance & IT	1992	Livingstone International Freight
91	Fasken Martineau	23.2	Info Unavailable				
92	Thring Townsend Lee & Pemberton	22.7	Lee Aston	M	Acting Finance Director	2009	KPMG
93	Wedlake Bell	22.3	Iain Hooper	M	Head of Finance	2005	Xchanging Global Insurance Systems
94	Watson Burton	22.1	Brian Wilson	M	Finance Director	2007	Info Unavailable
95	Finers Stephens Innocent	22.0	Philip Mitchell	M	Practice Director	1992	KPMG
96	Howes Percival	21.9	Alastair Mearns	M	Finance Director	2008	Ward Hadaway
97	Burness	21.8	Lindsay Hunter	F	Finance & Facilities Director	2002	GE Capital
98	Anderson Strathern	21.5	Alan McWhie	M	Director of Support Services	1999	Fyfe Ireland WS
99	Gordons	21.2	Alan Davies	M	Director of Finance & Administration	2009	YFM Group
100	Turcan Connell	21.2	Murray Horne	M	Partnership Accountant	1998	Scot Oswald

\* Based on The Lawyer UK 200 Annual Report 2008

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