

MOMENTUM:  
THE YEAR THE  
LEGAL MARKET  
RE-ENGINEERED  
ITSELF

A STRATEGIC REVIEW  
OF UK LEGAL M&A  
AND MARKET  
TRANSFORMATION

# FOREWORD

JEFF ZINDANI LLB MA, FOUNDER AND MANAGING DIRECTOR



**THIS REPORT SETS OUT WHY 2025 SHOULD BE VIEWED NOT AS AN ANOMALOUS YEAR OF HEIGHTENED DEAL ACTIVITY, BUT AS A STRUCTURAL INFLECTION POINT IN THE LONG-TERM RECONFIGURATION OF THE UK LEGAL SECTOR.**

This report examines the structural changes reshaping the UK legal market, with a particular focus on mergers and acquisitions involving law firms in England and Wales during 2025.

Its purpose is twofold. First, it provides an evidence-based overview of market activity, identifying the scale, nature and direction of consolidation across the sector. Second, it offers strategic analysis of the forces driving that activity, including private capital, succession dynamics, regional consolidation and the emergence of platform-led growth models.

While much commentary continues to centre on private equity-backed transactions and high-profile national platforms, this report identifies a more significant development beneath the surface: the acceleration of regional consolidation among firms typically below £5 million in turnover. Succession pressure, margin compression and the economics of scale are combining to make independent operation increasingly challenging for this cohort, resulting in sustained acquisition activity by larger regional and emerging platform firms.

Taken together, the transactions and trends analysed here point to a market that is no longer evolving incrementally. The partnership model that once underpinned steady, organic growth is being tested by capital requirements, operational complexity and competitive intensity. In its place, a more structured, professionally managed and strategically disciplined legal market is emerging.

This report sets out why 2025 should be viewed not as an anomalous year of heightened deal activity, but as a structural inflection point in the long-term reconfiguration of the UK legal sector.

A handwritten signature in red ink that reads "J Zindani". The signature is fluid and cursive, with the first name "J" and last name "Zindani" clearly legible.

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# A STRUCTURAL TURNING POINT

2025 WILL BE REMEMBERED AS THE YEAR THE UK LEGAL MARKET  
CROSSED A DECISIVE AND IRREVERSIBLE THRESHOLD.

This was not a short-lived surge in transactional activity nor a reactive response to economic uncertainty. It marked a fundamental reconfiguration of how law firms are built, governed and grown. Long-established partnership models, once sufficient to support incremental, organic expansion, are giving way to professionally managed, capital-backed organisations designed for scale, resilience and long-term competitiveness.

The implications are profound.

Growth is no longer a function of reputation alone. Sustainability now depends on infrastructure, leadership, access to capital and the ability to integrate change at pace. Across the market, the message is clear: organic growth on its own is no longer enough.

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function of reputation alone.  
Sustainability now depends  
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to integrate change at pace.**

JEFF ZINDANI, MANAGING DIRECTOR,  
ACQUIRA PROFESSIONAL SERVICES

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# PRIVATE CAPITAL: FROM PARTICIPANT TO ARCHITECT

PRIVATE CAPITAL HAS MOVED DECISIVELY FROM THE MARGINS OF THE LEGAL SECTOR TO ITS STRATEGIC CORE. WHAT WAS ONCE VIEWED WITH CAUTION OR EVEN SUSPICION HAS BECOME A DEFINING FEATURE OF THE MODERN LEGAL ECONOMY.

A pivotal moment in this transition was the acquisition of Manchester based personal injury firm Express Solicitors by Swiss private equity house, Ufenau Capital Partners. This £90m plus turnover firm has been long regarded as one of the most successful organically grown claimant firms in the UK. Express was not widely expected to seek external investment so its decision to do so carried symbolic weight.

This was not a distressed sale or an exit strategy; it was a deliberate choice by their remarkable CEO, James Maxey, who has built the firm from scratch and was designed to accelerate growth, professionalise further and build long-term scale.

Ufenau Capital Partners acquired a majority stake in the firm in November 2025, with the existing management team reinvesting and continuing to run the business under the new ownership structure. No deal value was disclosed. However, the transaction will be reflected in our updated Private Equity Market Tracker, to be published in March and used by the *Financial Times*.

Where values are not publicly disclosed, the Tracker applies a structured valuation methodology based on prevailing private equity entry multiples for founder-led, growth-oriented professional services firms. In the case

of Express Solicitors, the modelling reflects majority control, continued management ownership and leadership continuity, and the likelihood of a meaningful cash consideration payable on completion. Estimated values are presented as a range rather than a single figure to ensure consistency and comparability across transactions.

Express's decision sent a powerful signal across the market. If a firm of its maturity and success saw value in institutional capital, then the logic of private equity as a growth partner had become inescapable.

This shift reflects a broader change in mindset. Capital is no longer viewed as a threat to professional independence but as an enabler, providing the resources, governance and strategic clarity required to compete in an increasingly complex and capital-intensive environment.

Ralf Flore, managing partner at Ufenau, commented after the deal: *"Not only does this mark Ufenau's first platform investment in the UK market since we opened the office in 2024, it serves as a strong platform to execute our systematic buy-and-build approach, while building on our expertise in the highly fragmented sector of professional legal services."*

# PLATFORM BUILDING BECOMES THE DOMINANT MODEL

**WE HAVE SEEN THE MARKET MOVE DECISIVELY TOWARDS  
PLATFORM-BASED GROWTH.**

Fletchers, backed by private equity, has emerged as one of the clearest expressions of this model. In 2025, it acquired North-West firm Scott Rees & Co, lead generation business Claims.co.uk, the serious injury team from national firm Shoosmiths the clinical negligence department of Bury law firm Sheldon Davidson and leading family law firm Rayden Solicitors. This firm trades as Raydens Solicitors and is second in size in the market only to Stowe Family Law - itself bought last year by alternative investment manager Investcorp - Raydens has 113 people, including 66 lawyers, in 10 offices, and is now on the look-out for acquisitions itself. In doing so it has assembled a sophisticated national platform combining scale, specialism and operational depth. The focus is no longer on individual offices, but on integrated capability.

Stowe also did a deal, if a small one, its fifth in a little over three years, by buying six-person Hatton Family Law, based in Chatham, Kent.

Similarly, Lawfront, the buy-and-build group owned by private equity firm Blixt, made its fifth major acquisition in February last year and expanded into the South-East by acquiring Kent firm Brachers. Based in Maidstone and Canterbury, it has around 200 staff and in the year to 30 April 2024 recorded a 16% increase in turnover to £19.5m and 47% jump in operating profit to £6.3m.

Rather than imposing a single brand, it provides shared infrastructure, governance and strategic direction while preserving local identity and client relationships.

Existing Lawfront firms also made bolt-on acquisitions. East Midlands firm Nelsons completed two more local acquisitions of three-partner Burton upon Trent-based Else Solicitors - mainly a commercial practice that also offers private client services - and Derby property firm Simpson Jones, with one partner and six other fee-earners moving across.

North-West law firm Farleys, which joined Lawfront in 2022, entered Wigan by buying 32-person Alker Ball Healds, retaining its brand as a trading name of Farleys. It has a broad private client and commercial practice. and gave Farleys a seventh office.



**The real value is not in the first acquisition, but in the second, third and fourth**

DAVID RUBENSTEIN,  
CHAIRMAN OF THE CARLYLE GROUP

# PRIVATE CAPITAL BROADENS ITS REACH

IMPORTANTLY, PRIVATE CAPITAL IS NO LONGER CONCENTRATED SOLELY AT THE TOP OF THE MARKET.

BBS Law, a private equity owned corporate platform which acquired boutique firm Carter Bond illustrates how investment is flowing into smaller, high-quality practices with clear niche propositions. Rather than chasing scale for its own sake, investors are increasingly backing firms that demonstrate strong fundamentals, defensible market positions and growth potential.

Beyond Law Group, backed by Waterland Private Equity, has pursued a complementary buy-and-build strategy focused on expanding into adjacent professional services that reinforce its core legal capabilities, while also extending its geographic footprint in the Yorkshire legal services market. This approach is exemplified by the acquisition of specialist construction law boutique Hawkswell Kilvington, a move designed to deepen sector expertise while strengthening Beyond Law's presence in Leeds and the wider Yorkshire region. Commenting on the transaction, Group Managing Director Mark Dawson said: *"Our immediate priority will be to ensure the smooth transition of the Hawkswell Kilvington team onto the Beyond platform.*

*Once this is complete, our focus will turn to the full integration of the construction law teams, creating even greater opportunities for collaboration and growth across the group."*

No deal value was disclosed; however, an independent assessment of the transaction will be published in our PE Market Tracker soon.

This reflects a wider convergence between legal, advisory and consultancy services, as firms seek to offer clients a broader and more integrated proposition.

Similarly, multi-disciplinary professional services firm, Fusion Consulting Group's acquisition of Birdi & Co marks the continued integration of legal services into broader advisory platforms, while financial services and energy business, Octopus Group's acquisition of WSL Will Writing highlights the convergence of legal and financial services under unified ownership structures.

Together, these developments point to a market in which capital is becoming both more sophisticated and more selective, supporting quality, not just size.



**Our immediate priority will be to ensure the smooth transition of the Hawkswell Kilvington team onto the Beyond platform. Once this is complete, our focus will turn to the full integration of the construction law teams, creating even greater opportunities for collaboration and growth across the group.**

MARK DAWSON, GROUP MANAGING DIRECTOR, BEYOND LAW GROUP

# THE MORE TRADITIONAL DEALS

THE LARGEST REGIONAL MERGER OF THE YEAR WAS LINCOLNSHIRE FIRM WILKIN CHAPMAN AND YORKSHIRE PRACTICE ROLLITS, CREATING A LAW FIRM NAMED WILKIN CHAPMAN ROLLITS WITH A COMBINED TURNOVER OF £40M AND MORE THAN 500 PEOPLE, INCLUDING 70 PARTNERS.

Wilkin Chapman, with offices in Grimsby, Lincoln, Louth and Beverley in Yorkshire, was by far the larger of the two, with 55 partners and over 370 staff. In its last financial year, the firm recorded an £11m profit, before partner pay, on a £31m turnover. Rollits had 18 partners and 67 members of staff across two offices in Hull and York.

Midlands based Talbots Law completed its fourth acquisition since becoming employee owned in late 2021, with a deal for Tinsdills, which had around 85 staff in offices in Leek, Newcastle-under-Lyme, Sandbach and Stoke-on-Trent. Talbots now has 19 offices and more than 500 staff across the Midlands as a result, and a turnover exceeding £40m.

Coventry-based Askews Legal was busy in 2025. In February, it doubled in size to 120 employees and expanded into new locations after acquiring Cocks Lloyd Solicitors in Nuneaton, Smalleys Solicitors in Nottingham, and John Mohamed & Co in Bedworth.

Askews said that, in each case, the existing partners were retiring and wanted their practices to be taken on by someone who would protect their brand and reputation. All staff and the physical offices were retained. Then, at the end of the year, Askews bought small Coventry criminal law firm Wallace McNally.

Derby-headquartered Flint Bishop bought Yorkshire firm Lupton Fawcett, adding another office in Leeds, as well as new ones in Sheffield and York. Flint Bishop also has bases in Birmingham and Swansea. Lupton Fawcett's accounts for the year to 31 March 2024 showed a profit of £1.5m on a £10m turnover, down from £3m and £12m respectively in the previous year. It had 126 staff. Flint Bishop said it had a record-breaking financial year in 2024/25, with revenue up 53% to £32m.

# REGIONAL CONSOLIDATION AND THE RISE OF THE NEW REGIONAL PLAYER

ALONGSIDE NATIONAL PLATFORMS, A POWERFUL TREND IS EMERGING AT REGIONAL LEVEL.

A standout example is NBB Law's acquisition of Waldrons. In what amounted to a near reverse takeover, Birmingham-based NBB acquired the significantly larger Waldrons, bringing strategic clarity, operational discipline and a clear integration plan. The resulting business, with a turnover exceeding £8.5 million and staff of over 130, demonstrates how leadership and vision – in this case under the very talented MD, Rob Bhol – can outweigh sheer scale.

DFS Solicitors offers another instructive case. Through a series of carefully targeted acquisitions, including Judds Solicitors, the firm has built scale methodically and sustainably. Its approach reflects a maturing market:

disciplined, data-driven and focused on long-term resilience rather than rapid expansion.

Essex firm Sternberg Reed further illustrates this trend. With strategic acquisitions such as Robinsons Solicitors in Canterbury and a merger with another Essex firm, Harvey Copping & Harrison, the firm has expanded its geographic footprint across Kent and Essex while strengthening its service offering. This steady, intentional growth typifies a new generation of regional consolidators.

Collectively, these firms represent a shift away from opportunistic deal-making towards thoughtful, strategy-led expansion.

# WIDER CONSOLIDATION ACROSS THE MARKET

IN ADDITION TO THE MERGERS AND ACQUISITIONS ABOVE, 2025 ALSO SAW THE FOLLOWING LEGAL SECTOR DEALS, DEMONSTRATING WIDER CONSOLIDATION ACROSS THE MARKET:

- ➔ Central London firm **Seddons** and City firm **GSC Solicitors** merged to create a full-service practice of 43 partners; 31 of whom were from Seddons, and over 150 people, known as **Seddons GSC**.
- ➔ Kent firm **Judge & Priestley** moved into the capital by acquiring **Portner Law**, bringing in eight partners and around 35 other staff. **J&P**, which has five offices in Kent, now has around 300 staff and a turnover in excess of £25m.
- ➔ North-East firm **TBI Law** expanded into Wearside after acquiring Sunderland firm **Scanlans**, which is best known for its criminal law work. Fifteen staff moved over, taking TBI to more than 200 people over five offices.
- ➔ In Yorkshire, **Harrowells** took on Harrogate-based private client and property practice **The Garfitt Law Partnership**, with co-owners David Garfitt and Sally Robinson joining as consultants.
- ➔ Employee-owned **Ison Harrison** acquired personal injury practice **Armstrong Luty**, giving it a presence in Skipton.
- ➔ Hull-headquartered **Pepperells** took on 53 staff and offices in Barnsley, Selby, Royston and Sherburn in Elmet by buying **Elmhirst Parker**, which reported a turnover of £2.6m in 2024/25. It followed this up with Seaham-based **Michael Cook Law Firm**, with four people moving over. Established in Scunthorpe in 1985, and remaining under family ownership, Pepperells employs more than 180 staff in 12 other locations.
- ➔ Lincolnshire-based **Sills & Betteridge** acquired 40-strong Sheffield law firm **Bell & Buxton**. It now has 17 offices across Lincolnshire, Yorkshire and the East Midlands and over 400 partners and staff.
- ➔ Huddersfield firm **Bailey Smailes** bought local conveyancing and private client practice **Oates Hanson**, whose two partners joined as consultants. The deal took Bailey Smailes' headcount to 30.
- ➔ Still in Yorkshire, employment law practice **Han Law Co** has merged into **Inspire Legal Group**, doubling the group's size to 32 people.

- ➔ Coventry and Warwickshire firm **Alsters Kelley** entered Oxfordshire by buying Banbury-based private client and conveyancing firm **Aplins Solicitors**, its sixth office. With three partners and 14 staff joining, Alsters Kelley's headcount reached 100.
- ➔ South Wales law firm **JCP Solicitors** expanded to Port Talbot after acquiring **Howe & Spender**, which specialised in private client and property work. Director Ian Spender joined as a director in the lifetime planning team. It was JCP's seventh office.
- ➔ Wealth management company, **Chesterton House Group**, transferred the law firm it had owned for eight years, six-person Loughborough-based **Woolley Beardsleys & Bosworth**, to **Rothera Bray**. It became Rothera's third office in Leicestershire and eighth overall.
- ➔ South-West law firm **Coodes** acquired Boscastle-based conveyancing and private client firm **Christopher Key Solicitors**, adding a ninth office, two lawyers and a consultant.
- ➔ Leamington Spa-based **Wright Hassall** was sold to **HCR Law** in a pre-pack administration, adding 120 lawyers to the latter, which now has more than 1,000 staff across 12 offices across the country, none north of Birmingham. The combined turnover is now £112m. Debt collection firm **QDR Solicitors**, which previously formed part of Wright Hassall, was not included in the deal.
- ➔ **Manak Solicitors**, which operates in South-East London and Kent, acquired Bromley private client firm **Browns Solicitors**, with three people moving over. This acquisition follows Manak Solicitors' deal for **Ennis-Webb Solicitors** in Biggin Hill last year. Manak now has 59 staff in total.
- ➔ In the world of shipping, London firm **Tatham & Co** merged with Kent practice **Sea Green Law** to create a firm under the Tatham name with five partners and 20 fee-earners.
- ➔ South coast firm **Steele Raymond** has moved into construction law by buying small specialist practice **Reeves James**.
- ➔ Thames Valley law firm **Blandy & Blandy** acquired two-person **McQueen Turner** in Henley-on-Thames.
- ➔ North-West firm **Harrison Drury** was acquired by six members of its management team, led by partner and head of property and construction Simon England. Mr England, who was an existing shareholder, is the new managing partner, with former majority shareholder and executive chairman John Chesworth becoming senior partner. Since Mr Chesworth acquired the firm in 2007, Harrison Drury has grown from employing 12 staff from one office in Preston to 190 staff across seven further offices in Clitheroe, Garstang, Kendal, Lancaster, Lytham, Manchester and Southport.
- ➔ In the world of costs, Carlisle-headquartered **Paramount Legal Costs** and Liverpool-based **KE Costs** merged in September to create **Peak Costs**. It has workforce of more than 40 staff and turnover exceeding £3m.
- ➔ **Adams & Remers** was acquired by **LawSync**, a newly formed group positioning itself as a next-generation legal services platform. Mel Kang, CEO of LawSync is definitely one to watch this year given his ambitious and innovative approach to M&A.

## CASE STUDY

# BUSINESS AS USUAL FOR KNIGHTS

**NO REVIEW OF THE MARKET WOULD BE COMPLETE WITHOUT KNIGHTS. SINCE ITS FORMATION IN 2012, KNIGHTS HAS COMPLETED APPROXIMATELY 25 ACQUISITIONS, HELPING TO DRIVE THE FIRM TO A STAGGERING TURNOVER OF £162M.**

The listed consolidator has continued its relentless expansion, completing its largest acquisition to date with the £30m purchase of South-East practice **IBB Law**, followed by the £16.6m acquisition of Essex firm **Birkett Long**.

Further acquisitions, including Sussex firm **Rix & Kay** and Cardiff-based **Le Gros Solicitors**, extended Knights' footprint into new regions, reinforcing its national presence. Few firms polarise opinion to the same extent, yet none have been more consistent in executing a clearly defined strategy.

Knights PLC has delivered resilient financial performance, with a return to organic growth underpinning headline expansion. In FY25, revenue increased 8% to £162.0 million, with underlying profit before tax up 11% to £28.0 million and strong cash conversion of 130%. While organic growth was flat over the full year following strategic rebalancing, momentum has re-emerged in FY26, with the six months to October 2025 showing organic growth of around 3%.

However, an often-heard industry criticism is that Knights has historically struggled with partner and fee-earner retention, which may in part reflect the demands of its Day One integration strategy. This now appears to be being addressed, with the improvement in organic growth suggesting stronger retention and stabilisation across the core business.

Love it or loathe it, Knights has become one of the most influential forces shaping the UK legal market.

*'Our expected revenue next year is £200m. I think we are becoming more known. I hope it continues as we get bigger in regional locations. We are going to keep scaling up, but we have more work to do to get the brand better recognised and understood.'*

David Beech



**Our expected revenue next year is £200m. I think we are becoming more known. I hope it continues as we get bigger in regional locations. We are going to keep scaling up, but we have more work to do to get the brand better recognised and understood.**

DAVID BEECH

# WHAT THIS MEANS FOR THE MARKET

SEVERAL THEMES NOW  
DEFINE THE DIRECTION  
OF TRAVEL IN THE LEGAL  
MARKET:

- ➔ Scale is no longer optional
- ➔ Capital is a strategic enabler, not a last resort
- ➔ Integration capability matters more than deal volume
- ➔ Mid-market firms face the greatest pressure to adapt
- ➔ Traditional partnership models are giving way to platform-based structures

**These forces are not cyclical; they are structural.**



# THE MYTH OF TRADITIONAL GROWTH ALONE

WHAT IS NOW UNMISTAKABLE IS THE CENTRAL ROLE OF M&A IN THE GROWTH TRAJECTORIES OF AMBITIOUS LAW FIRMS AND THE WIDENING GAP BETWEEN STATED AMBITION AND STRATEGIC REALITY.

Many leadership teams continue to articulate long-term plans, commonly with targets such as doubling in size within five years, yet remain anchored to traditional growth levers that are increasingly incapable of delivering those outcomes. External growth is no longer optional; it is the primary mechanism through which serious growth ambitions are achieved.

At the centre of today's growth debate lies a simple but unforgiving reality: markets often change faster than organisations can adapt. In a consolidating legal sector, the risk for firms pursuing only organic growth is that internal progress lags structural change in the market itself.

This dynamic was captured by Jack Welch, former Chief Executive Officer of General Electric:

*"If the rate of change on the outside exceeds the rate of change on the inside, the end is near."*

From our experience, firms are still spending significant sums on business development and marketing to generate incremental progress, while competitors pursuing mergers, acquisitions and platform-led expansion are moving ahead at pace. In a mature, competitive and capacity-constrained market, organic growth alone—driven by hiring, lateral recruitment and marginal market share gains—will not produce transformational scale.

External growth is no longer optional; it is the primary mechanism through which serious growth ambitions are achieved.

# THE ERA OF THE PLATFORM FIRM?

**THIS ANALYSIS BUILDS ON ACQUIRA PROFESSIONAL SERVICES' FEBRUARY 2025 WHITE PAPER, PRIVATE EQUITY'S NEXT FRONTIER: TRANSFORMING UK LAW FIRMS, WHICH EXAMINED THE EARLY STRUCTURAL AND CULTURAL IMPLICATIONS OF PRIVATE CAPITAL ENTERING THE LEGAL SECTOR.**

That research will be updated in March this year with a new white paper, our updated Private Equity Market tracker, reflecting a further year of market data, completed transactions and the continued evolution of platform-led models.

The defining feature of today's legal market is not consolidation for its own sake, but deliberate transformation. Firms that are thriving are those that treat growth as a strategic discipline, investing in leadership, systems and culture rather than relying on transactional deal-making.

Of the more than 160 law firm transactions completed last year, only around 14 involved private equity, underlining how limited its overall penetration of the market remains. Where private capital has featured, it has been highly selective, concentrated primarily in consumer-facing practices offering scale, repeatable revenues and operational leverage.

A small number of larger mid-market firms may continue to attract private equity interest, particularly those already operating as emerging platforms with strong leadership, scalable infrastructure and clearly articulated growth strategies. For the majority of firms, however, consolidation remains pragmatic rather than transformative. Succession planning, cultural alignment and long-term continuity continue to drive deal activity, especially at regional level.

As Acqira's managing director, Jeff Zindani observed in the Law Society Gazette in January this year, *"Private equity may be reshaping parts of the legal market, but it remains a precision tool rather than a blunt instrument. For most firms, the real story is sensible succession, cultural fit and building something that will endure."*

That assessment reflects the prevailing reality. While private capital has accelerated platform-building in certain segments of the market, the centre of gravity of UK legal M&A continues to be defined by measured, strategy led consolidation rather than wholesale financial transformation.

In that sense, the legal sector is not simply evolving, it is being rebuilt, firm by firm and platform by platform. Those that recognise this early, and act with discipline and intent, will shape what the profession becomes next.



**For most firms, the real story is sensible succession, cultural fit and building something that will endure.**

**JEFF ZINDANI, MANAGING DIRECTOR,  
ACQUIRA PROFESSIONAL SERVICES**

# CONTACT US

READY TO EXPLORE EXTERNAL GROWTH OPPORTUNITIES OR  
CONNECT WITH TOP-TIER INVESTORS IN THE UK LEGAL SECTOR?

Contact **Acqira Professional Services** today to learn how we can help you identify and execute the right external growth opportunities, secure sustainable growth, and ultimately transform the way you deliver legal services.

**For Law Firms** [contact@acquiraps.co.uk](mailto:contact@acquiraps.co.uk)

**For Investors** [investors@acquiraps.co.uk](mailto:investors@acquiraps.co.uk)

**Phone:** 020 329 3192

**Website:** [www.acquiraps.co.uk](http://www.acquiraps.co.uk)

**All communications are handled in utter confidence.**



## JEFF ZINDANI

**Founder &  
Managing Director**

### JEFF HAS OVER 25 YEARS' EXPERIENCE IN THE LAW AND HAS BEEN AN EQUITY PARTNER AT RUSSELL JONES AND WALKER, NOW SLATER & GORDON.

He has been described by law firm clients as "insightful", "market sensitive" and "incredibly discrete".

He advises both city type practices and boutique law firms on the challenges facing their businesses now and in the future. He has built up an impressive client list of law firms and legal tech companies.

He enjoys facilitating deals and is an expert on providing solutions for law firms looking to merge, acquire or to redesign their practices.

He is able to guide firms from start to finish and to maximise returns on their capital, work in progress and goodwill.

Although normally retained on a contingent basis, he provides in house advice on M&A processes and regularly helps firms as a consultant to identify suitable targets for merger, acquisition or sale. He can be contacted at

[jeff@acquiraps.co.uk](mailto:jeff@acquiraps.co.uk).



## PIERRE WATSON

**Head of Talent  
Acquisition**

### PIERRE IS HEAD OF TALENT ACQUISITION. THAT IS, SOURCING AND ACQUIRING TALENTED INDIVIDUALS FOR YOUR LAW FIRM.

He focuses on bespoke headhunting in the legal sector, senior-level executive search, coaching and selection, and has over 15 years' experience in enabling clients to secure the right professionals for their businesses.

His approach steers away from traditional recruiting methods, for example, tending not to be candidate CV-centric, in order to seek 'deep dive' insights into career thinking from those legal professionals with a track record and an established following.

The method is discreet and sometimes a little 'off the wall', as the best results originate from relaxed and informal conversations with potential hires.

Pierre is happy to talk on the telephone, or in person, to explore your options in facilitating your firm's growth plans through the addition of key people and he can be contacted at [pierre@acquiraps.co.uk](mailto:pierre@acquiraps.co.uk).



**ACQUIRA PROFESSIONAL SERVICES**

Holborn Gate, 330 High Holborn, London, WC1V 7QH

**T:** 020 3239 3192

**E:** [contact@acquiraps.co.uk](mailto:contact@acquiraps.co.uk)

**Jeff Zindani**  
Merger Consultant

**E:** [jeff@acquiraps.co.uk](mailto:jeff@acquiraps.co.uk)

**Pierre Watson**  
Head of Talent Acquisition

**E:** [pierre@acquiraps.co.uk](mailto:pierre@acquiraps.co.uk)

**ACQUIRAPS.CO.UK**